

(Translation from the Portuguese original)

To the Chairman of the Board of the
Shareholders' General Meeting of
Sonae - SGPS, SA
Lugar do Espido, Via Norte
4471-909 Maia

Item number 1

PROPOSAL

It is hereby proposed that the Annual Report and the Individual and the Consolidated Annual Accounts for 2022, including appendices thereto, are approved as presented.

Maia, 3rd April 2023

On behalf of the Board of Directors,



(Translation from the Portuguese original)

To the Chairman of the Board of the
Shareholders' General Meeting of
Sonae - SGPS, SA
Lugar do Espido, Via Norte
4471-909 Maia

Item number 2

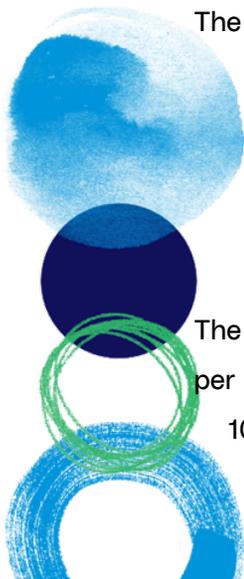
PROPOSAL

Taking into consideration Sonae shareholders' remuneration policy, the Group's financial position, and the amount of distributable reserves which allow for compliance with article 32 of the Portuguese Companies Act, the Board of Directors hereby proposes to the Shareholders' General Meeting that, pursuant to the terms of the law and the Articles of Association:

The net profits, in the amount of 132,216,137.44 euros, are allocated as follows:

- Legal Reserves: 6,610,806.87 euros;
- Dividends: 107,400,000.00 euros;
- Free Reserves: 18,205,330.57 euros

The Board of Directors accordingly proposes that a gross dividend of 0.0537 euros per share is paid to the shareholders, excluding of the total dividends of 107,400,000.00 euros, the amount of dividends that would be attributable to the shares that, at the distribution date, are held by the Company or by any of its





subsidiaries, which should be added to Free Reserves.

This dividend corresponds to a dividend yield of 5.7%, considering the closing price of December 31st 2022.

Maia, 3rd April 2023

On behalf of the Board of Directors,

(Translation from the Portuguese Original)

To the Chairman of the Board of the
Shareholders' General Meeting of
Sonae - SGPS, SA
Lugar do Espido, Via Norte
4471-909 Maia

Item number 3

PROPOSAL

It is hereby proposed to grant a vote by the shareholders to express the appreciation for and confidence in the work performed by the management and audit bodies of the Company, during the year ended on 31st December 2022.

Porto, 27th March 2023

On behalf of the Board of Directors

(Translation from the Portuguese Original)

To the Chairman of the Board of the
Shareholders' General Meeting of
Sonae - SGPS, SA
Lugar do Espido, Via Norte
4471-909 Maia

Item number 4

PROPOSAL

SELECTION AND SUITABILITY ASSESSMENT INTERNAL POLICY FOR MEMBERSHIP OF THE MANAGEMENT AND AUDIT BODIES

Considering that the current Selection and Suitability Assessment Internal Policy for Membership of the Management and Audit Bodies is in line with the best market practices, fully complying with recommendatory principles concerning the profile criteria and requirements of new members of the governing bodies, detailed, among others, in Recommendation I.2.1 of the Corporate Governance Code published by the Portuguese Institute of Corporate Governance (IPCG),

It is herein proposed that the selection and suitability assessment internal policy for membership of the management and audit bodies (hereinafter the "Policy") remains in force in the Company, within the general principles below described:

1. SCOPE OF THE POLICY

The candidates for membership of the Company's management and audit bodies of Sonae – SGPS, S.A. (hereinafter "Sonae" or the "Company") shall be appointed through clear selection processes that objectively assess their individual and collective suitability, considering the legal and statutory competences of the statutory governing body they will be part of and, if applicable, the executive or non- executive nature of the role to be performed, as well as the scope of the respective functional area. In the selection processes, criteria of meritocracy and diversity in the overall composition of the body, with specific emphasis on men and women equality, shall be taken into account to maximise the overall performance of the body and the balance of its respective composition, in accordance with the best market practices and the applicable legal and

recommendatory framework.

2. INDIVIDUAL MERIT CRITERIA

2.1. Experience

The candidate's profile should demonstrate experience in sufficiently senior roles required for the evaluation and challenge of the senior top management of the Group, and the respective attributes of the candidate shall constitute a relevant contribution towards the definition of the Group's corporate strategy, as well as that of its main subsidiaries.

In the suitability assessment it should be considered the candidate's former experience in complex decision-making processes, subject to time and intricacy constraints, which confirms the candidate's clarity of purpose guided by resilience and perseverance, analytical capacity and communication skills.

2.2. Competence

The candidates should have specialised knowledge in fields of activity, markets and geographies relevant for Sonae's businesses or purposeful technical competences that allow the Board of Directors, as a whole, to unequivocally identify and evaluate the strategic surrounding and the risk factors associated with the Group's activity.

The candidates should undertake to consistently maintain an updated knowledge, adjusted to a high level of excellence in order to, at each given moment, being qualified, according to the profile of the respective role, to implement, supervise and challenge the Group's strategy and policies.

2.3. Independence and integrity

In the selection process of each candidate consideration should be given to a profile that ensures reliability, loyalty and transparency in the timely fulfilment of the respective fiduciary duties, which is also materially aligned with the best corporate governance practices and with Sonae's values and ethical principles. The candidates' profile should attest his/her capacity for performance of his/her role guided by impartiality, critical judgement, autonomy and independence.

2.4. Availability

The assessment should value a suitable availability for the appropriate performance of the candidate's role and respective responsibilities.

3. REQUIREMENTS FOR THE COLLECTIVE COMPOSITION OF THE BODY

3.1. Complementarity

The body's composition should ensure complementarity between the candidates' profiles in order to maximise the performance of the body, in compliance with the respective legal and statutory duties across all relevant areas of performance.

3.2. Diversity

In the selection process of the candidates for the management and audit bodies, it should be promoted the diversity in the composition, with specific emphasis on men and women equality but also considering, among other factors, nationality, education and professional background, to the extent suitable and proportional to the particular competences of the body. The composition of the governing bodies shall in any case and at all times comply with the gender diversity imposed by the applicable law and within the recommendatory framework in force.

3.3. Conflicts of Interests

The Board of Directors and the Statutory Audit Board shall define the internal procedures on the prevention of conflicts of interests, and the required actions to be taken when a conflict of interest or an incompatibility for the performance of the role arises, in line with the best corporate governance practices and the applicable legal requirements.

3.4. Representativeness of Independent Members

The Board of Directors should include a suitable number of independent non-executive members, considering the recommendations of the corporate governance code adopted by Sonae.

3.5. Particular rules of the Statutory Audit Board

The Statutory Audit Board shall, in its composition, respect the legal framework in force at each moment, both with regards to professional qualifications, gender diversity, as well as representativeness of independent members.

4. RESPONSIBILITY FOR THE ASSESSMENT

The responsibility for the assessment of the suitability of the candidates to be appointed as members of the Board of Directors and the Statutory Audit Board, subject to election at the Shareholders' General Meeting, belongs to the proponent shareholder, or shareholders, or, at the request of the proponent shareholder or shareholders, to the Shareholders' Remuneration Committee, whose competences comply with article 399 of the Portuguese Companies Act.

The responsibility for the assessment of the suitability of candidates to be co-opted as members of the Board of Directors pertains, under the applicable legal framework, to the Board of Directors, which can, if it so deems necessary, ground its decision on a proposal from the Board Nomination Committee, as foreseen in the Board of Directors' Internal Regulation and in the Board Nomination Committee's Terms of Reference, available at <https://sonae.pt/en/>. The cooption process described above is nevertheless subject to ratification at the next Shareholders' General Meeting, as required by paragraph 4 of article 393 of the Portuguese Companies Act.

The responsibility for the assessment of the suitability and independence of the Statutory External Auditor and the proposal of the member to be elected for this role lies exclusively with the Statutory Audit Board, under the mandatory legal provisions.

Porto, 27th March 2023

On behalf of the Board of Directors,

(Translation from the Portuguese Original)

To the Chairman of the Board of the
Shareholders' General Meeting of
Sonae - SGPS, SA
Lugar do Espido, Via Norte
4471-909 Maia

Item number 5

PROPOSAL

It is hereby proposed to amend article 6, deleting its paragraph 2, as well as paragraph 1 of article 9, both of Sonae SGPS SA's Articles of Association, which shall hereinafter be read as follows:

ARTICLE SIX

The share capital of two thousand million Euro is fully subscribed and paid up, and is divided into two thousand million ordinary shares, each with a nominal value of one euro.

ARTICLE NINE

One – The company is managed by a Board of Directors made up of an odd or even number of members, with a minimum of three members and a maximum of thirteen members, elected at the Shareholders' General Meeting. The Chairman of the Board of Directors has a casting vote.

Two – [Unchanged]

Three – [Unchanged]

Appendix: Updated Articles of Association.

Porto, 27th March 2023

On behalf of the Board of Directors

**—FULL TEXT OF THE ARTICLES OF ASSOCIATION OF SONAE - SGPS, S.A. RESULTING FROM
THE PROPOSAL OF CHANGES PRESENTED**

TO THE SHAREHOLDERS' ANNUAL GENERAL MEETING TO BE HELD ON 28TH APRIL OF 2023

FIRST CHAPTER

NAME, REGISTERED OFFICE AND OBJECTIVES

ARTICLE ONE

The company is incorporated under the name of Sonae - SGPS, S.A..

ARTICLE TWO

One – The registered Office is at Lugar do Espido, Via Norte, parish and county of Maia, and can be transferred, under the terms of the law, by decision of the Board of Directors.

Two – The Board of Directors can set up, inside or outside Portugal, delegations, agencies, branches, offices, or whatever other form of representation that it considers appropriate.

ARTICLE THREE

The company's objective is the management of financial investments, as an indirect form of exercising economic activity.

ARTICLE FOUR

The company can acquire and dispose of financial investments in companies incorporated under Portuguese or foreign law, with the same or different objective to that referred to in article three, in companies that are regulated by special laws, and in limited liability companies.

ARTICLE FIVE

The company can also associate itself with other legal entities in order to, specifically, form new companies, complementary groups of companies (incorporated joint ventures), European economic interest associations, consortiums and participation associations (unincorporated joint ventures).

SECOND CHAPTER

SHARE CAPITAL, SHARES AND BONDS

ARTICLE SIX

The share capital of two thousand million Euro is fully subscribed and paid up, and is divided into two thousand million ordinary shares, each with a nominal value of one euro.

ARTICLE SEVEN

One – The shares will be nominal and may be book entries or certificates.

Two – If the shares are represented by share certificates, these certificates will be issued according to the terms of the law.

Three – Preferential shares without voting rights may be issued, which can be redeemable, at nominal value, with or without the addition of a premium, if the Shareholders' General Meeting so decides. If this is the case, the meeting should determine the method of calculation of any redemption premium.

Four – In the event of failure to comply with the redemption conditions, the company is obliged to indemnify the shareholder. The amount of the indemnity is stated in the resolution taken when issuing this category of shares.

Five – The company may issue autonomous warrants, under the terms of the law, and with conditions that are determined by resolution of the Shareholders or of the Board of Directors. The provisions of paragraphs one and two of this article are applicable, adapted as necessary, to any warrants issued by the company.

ARTICLE EIGHT

One – The company may issue any type of bond, under the terms of the law, and according to the conditions established by resolution of the Shareholders or the Board of Directors.

Two – The company may issue bonds convertible into special categories of shares and bonds with the right to subscribe to special categories of shares.

Three – The Board of Directors may only decide to issue any of the types of bonds mentioned in the previous paragraph, if the respective categories of shares already exist._____

Four – Bonds issued by the company are registered bonds, and may be issued as book entries or certificates, being applicable, *mutatis mutandi*, number two of the previous article._____

CHAPTER THREE

BOARD OF DIRECTORS, FISCAL BOARD AND AUDIT

ARTICLE NINE

One – The company is managed by a Board of Directors made up of an odd or even number of members, with a minimum of three members and a maximum of thirteen members, elected at the Shareholders' General Meeting. The Chairman of the Board of Directors has a casting vote._____

Two – The Board of Directors will appoint its Chairman, as well as, if it so decides, one or more Managing Directors or an Executive Committee, to which it shall delegate the powers to manage the business that the Board may determine._____

Three – The Board of Directors will decide how the Executive Committee will function and how it will exercise the powers that have been delegated._____

ARTICLE TEN

One – The election of one member of the Board of Directors will take place independently from the remaining elections, under the terms of the law, among persons listed in proposals subscribed by groups of shareholders, provided that such groups of shareholders hold shares that represent more than ten and less than twenty percent of the share capital._____

Two – The same shareholder cannot subscribe to more than one proposal._____

Three – Each proposal must contain the identification of at least two persons eligible for each of the positions to be filled._____

Four – If proposals are presented by more than one group of shareholders, voting will be based on all of these proposals._____

Five – The provisions of the above paragraphs are only applicable if the company is considered to be either a publicly quoted company, or a concessionary of the State, or an equivalent entity.

ARTICLE ELEVEN

The Board of Directors is responsible for the management of the business and for carrying out all operations related to the company's objectives and, for this purpose, the widest powers are conferred to the Board including the following:_____

- a) To represent the company, in or outside court, proposing or contesting any legal proceedings, the continuing and abandoning of these actions, and their settlement through arbitration proceeding. To that end, the Board of Directors can delegate its powers to a sole mandated person;_____
- b) To approve the annual budget and the company's business plan;_____
- c) To rent, purchase, sell, pledge or charge any property, financial or other assets of the company, including shares, quotas or bonds;_____
- d) To decide to associate the company with any other entity under the terms of article five above;_____
- e) To decide to issue bonds or to contract loans in the national and or international financial markets;_____
- f) To appoint third parties, individuals or corporate entities, to exercise offices (including membership of Boards) in other companies;_____
- g) To decide that the company will give technical and financial assistance to affiliated or associated companies._____

ARTICLE TWELVE

One – All the documents that legally bind the company including cheques, bills of exchange, promissory notes and other financial and banking documents, will be valid when signed by:

- a) Two members of the Board of Directors;_____

b) One member of the Board of Directors and a legally mandated signatory, signing within his/her respective mandate;_____

c) One member of the Board of Directors, to appoint a judicial attorney of the company or when duly appointed for the purpose or purposes, when the appointment has been minuted at a Board meeting;_____

d) Two legally mandated signatories, operating within their respective mandates;_____

e) One legally mandated signatory, if appointed for the purpose or purposes by the Board of Directors or a member of the Board of Directors with powers to so delegate._____

Two – Routine documents may be signed by one member of the Board of Directors._____

_____ **ARTICLE THIRTEEN** _____

The members of the Board of Directors and the company's mandated signatories are expressly forbidden from binding the company in any acts and contracts that are outside the company's objectives._____

_____ **ARTICLE FOURTEEN** _____

One – A meeting of the Board of Directors shall normally be held at least once every quarter and, in addition, whenever the Chairman or two Board Directors convene a meeting, being any decisions taken included in the minutes of the respective meeting._____

Two – The Board of Directors can only take decisions if the majority of Board members are present or represented._____

Three – Decisions shall be taken by a majority of votes of the Directors present at the meeting or duly represented and the Directors that exercise a vote by letter._____

Four – Any member of the Board of Directors can be represented at Board of Directors' meetings by another member of the Board by means of an appointment letter, addressed to the Chairman of the Board, indicating the day and hour of the meeting to which it refers to, being such letter noted in the minutes of the meeting and duly filed._____

Five – The meetings of the Board of Directors may be held by any available media support, under the terms of the law._____

_____**ARTICLE FIFTEEN**_____

One – The Boards of Directors will appoint a substitute in case of death, resignation or temporary or permanent incapacity or unavailability of any member._____

Two – If a Director fails to be present at any two meetings without providing a justification for such absence which is accepted by the Board of Directors, such a Director shall than be deemed permanently unavailable._____

Three – A substitute will be elected to the Board of Directors in the case of permanent unavailability of the member of the Board elected under the special provisions of article ten.---

_____**ARTICLE SIXTEEN**_____

The Members of the Board of Directors will provide guarantees for their responsibilities as Directors as decided by the Shareholders' General Meeting that elects them or, if no such decision is taken, for the minimum amount legally required and by any of the methods legally allowed._____

_____**ARTICLE SEVENTEEN**_____

The company will be audited by a Fiscal Board and by a Statutory Auditor or a Statutory Audit Firm, to be elected by the Shareholders' General Meeting._____

_____**ARTICLE EIGHTEEN**_____

The Fiscal Board shall be made of an odd or even number of members, with a minimum number of three members and a maximum number of five members, being the number of members of the Fiscal Board decided by the Shareholders' General Meeting of the company, and one or two substitutes shall be appointed if the Fiscal Board is made of, as the case may be, three or more members._____

_____**ARTICLE NINETEEN**_____

The duties of the Fiscal Board and of the Statutory Auditor are those determined by law.---

ARTICLE TWENTY

The Members of the Fiscal Board will provide guarantees for their responsibilities as decided by the Shareholders' General Meeting that elects them or, if no such decision is taken, for the minimum amount legally required and by any of the methods legally allowed.

CHAPTER FOUR

SHAREHOLDERS' GENERAL MEETING

ARTICLE TWENTY ONE

One – The participation at the General Meeting follows the applicable legal terms.

Two – The presence at a Shareholders' General Meeting of Shareholders holding non-voting preference shares, and their presence in the discussion of the points on the agenda for the Shareholders' General Meeting will depend on the authorisation of the Shareholders' General Meeting.

ARTICLE TWENTY TWO

One – Each share corresponds to one vote.

Two – The resolutions at the Shareholders' General Meeting shall be taken by simple majority, unless otherwise determined by the law.

ARTICLE TWENTY THREE

One – Shareholders may be represented at meetings of the Shareholders' General Meeting under the applicable terms of the law and of the respective notice of meeting.

Two – As long as the company is considered to be a "public company", shareholders are allowed to vote in writing.

Three – Written voting papers shall only be considered valid, if they are received at the company's registered office, by way of registered post with confirmation of receipt, and addressed to the Chairman of the Board of the Shareholders' General Meeting, or by electronic means, at least three business days prior to the date of the Shareholders' General Meeting, without prejudice of the proof of shareholding timely rendered under the legal applicable terms.

Four – Written voting papers, if sent by registered post, must be signed by the shareholders or by their legal representatives. Individual shareholders must attach a certified copy of their identification document and, in the case of corporate shareholders, the signature must be authenticated confirming that the signatory is duly authorised and mandated for that purpose. In case the written voting paper is sent by electronic means, it must respect the requirements determined by the Chairman of the Board of the Shareholders' General Meeting in the notice convening the respective General Meeting, in order to assure an equivalent level of security and authenticity._____

Five – Voting papers will only be considered valid when they clearly set out in an unambiguous manner:_____

- a) the agenda item or items to which they refer;_____
- b) the specific proposal to which they relate, with an indication of the respective proposer or proposers;_____
- c) the precise and unconditional voting intention on each proposal._____

Six – The written vote will be considered to be revoked if the shareholder, or his representative, is present at the General Meeting._____

Seven – It is assumed that shareholders who send their voting papers abstain from voting any proposals that are not specifically included in their voting papers, when the respective proposals had been presented before the date in which such votes were cast._____

Eight – Written voting papers shall be deemed as votes against any proposals presented after the issuance of such written voting papers._____

Nine – The Chairman of the Board of the Shareholders' General Meeting, or his or her substitute, is responsible for verifying that written voting papers comply with all the above requirements and, any that are not accepted, are treated as null and void._____

Ten – The company shall assure confidentiality of written voting papers until the moment of the issuing of casting of votes in the Shareholders' General Meeting.

ARTICLE TWENTY FOUR

The Shareholders' General Meeting may be held by any available media support, provided that such support is made available and that the authenticity and security of the communications are assured.

ARTICLE TWENTY FIVE

The Shareholders General Meeting can meet, at the first instance, as long as shareholders representing over fifty percent of the share capital are present or represented.

ARTICLE TWENTY SIX

The Board of the Shareholders' General Meeting will be formed, at least, by a Chairman and a Secretary.

ARTICLE TWENTY SEVEN

The Shareholders' General Meeting shall meet:

- a) Ordinarily, within the timing established by law for the Shareholders' Annual General Meeting;
- b) Extraordinarily, whenever the Board of Directors or the Fiscal Board request it, and at the request of shareholders representing more than the minimum voting share capital required for this purpose, by law.

ARTICLE TWENTY EIGHT

One – The remuneration of the members of the statutory bodies of the company shall be fixed by the Shareholders' General Meeting.

Two – The Shareholders' General Meeting can appoint a Shareholders' Remuneration Committee to carry out the requirements of the previous paragraph.

ARTICLE TWENTY NINE

The mandate of the members of the statutory bodies shall be for four years, and they may be reelected one or more times.

CHAPTER FIVE

GENERAL PROVISIONS

ARTICLE THIRTY

The financial year is the same as the calendar year.

ARTICLE THIRTY ONE

One - The net results shown in the annual financial statements, after deduction of the amounts legally required to create or to add to the legal reserve, will be applied as determined by the Shareholders' General Meeting, by simple majority, which can distribute them totally or partially or transfer them to reserves.

Two – A percentage not higher than 5% of the financial year net result may be destined to directors' remuneration and to the attribution of bonus to Company's employees, under the terms decided by the Shareholders' General Meeting.

ARTICLE THIRTY TWO

The Board of Directors, with the agreement of the Fiscal Board, may make interim distributions of dividends during a year, under the terms of the law.

ARTICLE THIRTY THREE

One – The Shareholders' General Meeting may decide that the share capital will be totally or partially refunded, the shareholders receiving the nominal value of each share or part thereof.

Two – The Shareholders' General Meeting may decide that in the case of a partial refund, a selection "draw" is carried out amongst shareholders.

ARTICLE THIRTY FOUR

When new shares are issued as a result of a share capital increase, the new shares will be eligible for dividends as determined by the resolution, which decided upon the share capital

increase. In the absence of this, the dividend entitlement will be based on the proportion of time elapsed between the last day of subscription to the share capital increase and the end of the financial year._____

_____ **ARTICLE THIRTY FIVE** _____

In the event of an increase in share capital by incorporation of reserves, the issue of new shares will respect the proportion of the various share categories existing at the time, with each shareholder receiving shares of the various categories held by him/her._____

(Translation from the Portuguese Original)

To the Chairman of the Board of the
Shareholders' General Meeting of
Sonae - SGPS, SA
Lugar do Espido, Via Norte
4471-909 Maia

Item number 6

PROPOSAL

It is hereby proposed:

One – Elect to compose the Board of the Shareholders' General Meeting, the Board of Directors, the Statutory Audit Board and the Shareholders' Remuneration Committee for the four-year mandate starting 2023 and ending 2026:

a) Board of the Shareholders' General Meeting:

- Carlos Manuel de Brito do Nascimento Lucena – Chairman
- Maria Daniela Farto Baptista Passos – Secretary

b) Board of Directors:

- Duarte Paulo Teixeira de Azevedo
- Ângelo Gabriel Ribeirinho dos Santos Paupério
- José Manuel Neves Adelino
- Margaret Lorraine Trainer
- Marcelo Faria de Lima
- Carlos António Rocha Moreira da Silva
- Eve Alexandra Henrikson
- Fuencisla Clemares
- Philippe Cyriel Elodie Haspeslagh
- Maria Cláudia Teixeira de Azevedo
- João Pedro Magalhães da Silva Torres Dolores
- João Nonell Günther Amaral

c) Statutory Audit Board:

- Maria José Martins Lourenço da Fonseca – Chairman
- Daniel Bessa Fernandes Coelho – Effective Member
- Manuel Heleno Sismeiro – Effective Member
- Sara Manuel Carvalho Teixeira Mendes – Substitute

d) Shareholders' Remuneration Committee:

- Artur Eduardo Brochado dos Santos Silva – Chairman
- José Fernando Oliveira de Almeida Côrte-Real
- Ramon O'Callaghan

The appointment of the members of the Board of Directors is subject to the approval of the proposal for the amendment of the Company's Articles of Association in order to increase the number of members of the Board of Directors, as per item 5 of the Agenda.

Two – Fixate the guarantee of the elected members of the Board of Directors and of the Statutory Audit Board in 250,000 euros (two hundred and fifty thousand euros), to be rendered by any of the means permitted by law.

Three – Authorise the directors, whose positions hold are described in the curricula vitae hereto attached, to also exercise positions in the companies which the proposing company holds, directly or indirectly an interest, without applying any restriction on their access to information under the terms and for the effects of paragraph 4 of article 398 of the Portuguese Companies Act.

The information required by subparagraph (d) of paragraph 1 of article 289 of the Portuguese Companies Act is hereto attached.

Porto, 27th March 2023

On behalf of the Board of Directors

(Translation from the Portuguese original)

**Appendix to the Proposal to Item 6 of the agenda of the
Shareholders' Annual General Meeting, to be held on April, 28th 2023**

BOARD OF THE SHAREHOLDERS' GENERAL MEETING

April 2023

CARLOS MANUEL DE BRITO DO NASCIMENTO LUCENA

April 2023

Name: Carlos Manuel de Brito do Nascimento **Lucena**

Date of Birth: 06/08/1960

Education:

- Degree in Legal and Economic Sciences, in 1983, by the Faculty of Law, University of Coimbra
- Frequency in several seminars promoted by various entities, such as the UIA - Union Internationale des Avocats.
- Frequency of LM Program Law Management in 2010 at IE Business School.

Professional Experience:

- Is founder partner of the law firm "Telles de Abreu e Associados - Sociedade de Advogados", previously called "Telles de Abreu, Delgado, Lucena e Associados", incorporated in 1992. He is currently chairman of the board of directors of Telles de Abreu e Associados. He is the coordinator of the corporate and corporate law department and the Comptoir Français. With a professional experience of more than 30 years, he developed his activity as a lawyer with special focus in the areas of financial and corporate law, being responsible for projects and transactions of great size and complexity, national and international.
- Managing partner of "Telles de Abreu e Associados" until 2016.
- Associate of U.I.A - Union Internationale des Avocats. Member of the Portuguese Institute of Corporate Governance and the ECGI – European Corporate Governance Institute.
- Member of the Board of Directors of the Marcalliance until 2017.
- Member of the Board of Directors of the Câmara de Comércio e Indústria Luso Francesa (CCILF).

Positions currently held:

CHAIRMAN OF THE BOARD OF THE SHAREHOLDERS' GENERAL MEETING

- 0511, SA
- Abakarenina, SA
- Astripetag, SA
- Avambipot, SA
- Best of Portimão, SA
- Blurizorg, SA
- Brasmar - Comércio de Produtos Alimentares, SA
- Brasmar Group, SGPS, SA
- Capifer - Sociedade Agro-Pecuária, SA
- Cerealis - Moagens, SA
- Cerealis - Produtos Alimentares, SA
- Cerealis - SGPS, SA
- Clarins (Portugal) - Comércio de Cosméticos, SA
- CLMFM - Sociedade Imobiliária, SA
- Colep Portugal, SA
- Colep Packing Portugal, SA
- Colepccl Portugal - Embalagens e Enchimentos, SA

- Cortadoria - Imobiliária e Investimentos, S.A.
- Cortadoria Nacional de Pêlo, S.A.
- Falopin - Investimentos Imobiliários, SA
- Fastinov, SA
- Fepsa - Feltros Portugueses, SA
- Fepsa - Imobiliária e Investimentos, SA
- Fernando Guedes, SGPS, SA
- Flores Plaza, SA
- Grupo Média Capital SGPS, SA
- Irque - Sociedade de Gestão e Investimentos, SA
- Lacticínios Halos, SA
- Nadlan Partners, SA
- Nelson Quintas Imobiliária, SA - Nelson Quintas, SGPS (Brasil), SA
- Nelson Quintas, SGPS, SA
- Orbirio - Imobiliário e Empreendimentos Turísticos, SA
- Partner to Partner - Consultores de Gestão, SA - PGCF Holding, B.V.
- S.A.G.P. - Investimentos Imobiliários, SA
- SKTO Société Industrielle Services IMMO SA
- Templo - Gestão de Investimentos, SA
- Unimarera, SA
- VigentGroup, SGPS, SA
-

CHAIRMAN OF THE BOARD OF DIRECTORS

- TELLES DE ABREU E ASSOCIADOS, - SOCIEDADE DE ADVOGADOS SP, RL

Shares held in Group Companies:

Does not hold any shares in companies of the Sonae Group

Assessment of the Independence Criteria¹

Identify the member and the respective body to which the data of this questionnaire refers to: Carlos Lucena - Shareholders' General Meeting

1. Are you holder of a qualified shareholding of 2% or more of share capital of the company?
No _____
2. Were you re-elected for two or more mandates, either consecutive or otherwise? If the answer is yes please detail the mandates.
No _____
3. Do you act for, or on behalf², of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.
No _____
4. The Board of Directors, or any of its members, has knowledge that the ~~member of the statutory audit board~~/member of the board of the shareholders' general meeting [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process³? If the answer is yes, please detail.
No _____
5. The Board of Directors, or any of its members, has knowledge of any other fact that, in any manner, can or may affect the independence of the ~~member of the statutory audit board~~/member of the board of the shareholders' general meeting [delete the non-applicable] to which this questionnaire refers to? If the answer is yes, please detail.
No _____

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

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

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

Assessment of the incompatibility regime

Identify the member and the respective body to which the data of this questionnaire refers to: Carlos Lucena - Shareholders' General Meeting

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

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

3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies⁴?
No_____

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

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

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

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

8. Do you provide, directly or indirectly, services or do you maintain a significant commercial relationship with the Company or with any company which controls or is controlled by the Company? If the answer is yes, please detail.
No._____

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

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

No_____

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

No_____

CARLOS MANUEL DE BRITO DO NASCIMENTO LUCENA

22/03/2023

MARIA DANIELA FARTO BAPTISTA PASSOS

April 2023

Name: Maria Daniela Farto Baptista Passos

Date of Birth: 05/06/1975

Education

- Graduation in Law from the Catholic University of Portugal - Porto, on July 1999, with a classification of 17 (seventeen).
- “Prémio Professor Francisco Carvalho Guerra” for the best final note of graduation of the Law Course of Catholic University of Portugal – Porto, school year 1998/1999.
- Full attendance of the Specialised Course on Commercial-Legal Sciences of the School of Law of the Catholic University of Portugal - Porto, with a classification of 18 (eighteen).
- Master in Law, within Commercial-Legal Sciences, in January 2004, with a classification of 18 (eighteen).
- Doctor in Law, within Commercial-Legal Sciences, in February 2015, with a classification of 18 (eighteen).

Professional Experience

- Completed the Internship in Law, under the Coordination of the Training Center of the Porto District Council of the Portuguese Bar Association, in 2001.
- Trainee Assistant at the Faculty of Law of the Catholic University of Portugal – Porto, between 2000 and 2004
- Member of the Management Board of the Law Scholl of the Catholic University of Portugal – Porto, between 2002 and 2008.
- Assistant of the Law Scholl of the Catholic University of Portugal – Porto, between 2004 and 2016.
- Assistant Professor of the Law Scholl of the Catholic University of Portugal – Porto, since February 2015.
- Lecturer of the Post-Graduation in Comercial Law and Companies Law, of the Law Scholl of the Catholic University of Portugal – Lisbon, since 2004.
- Co-author of the “Manual das Sociedades Anónimas” – *Verlag Dashöfer*, between 2005 and 2007.
- Lecturer of the Centro de Formação do Conselho Distrital da Ordem dos Advogados do Porto, between 2006 and 2007.
- Lecturer of Security Law and Capital Market on the Management and Law Master Course and on the Business and Company Law Master Course of the Law Scholl of the Catholic University of Portugal – Porto, since 2011.
- Lecturer of Commercial Law of the Banking and Insurance Master Course of the Management and Economics Scholl of the Catholic University of Portugal – Porto, since 2012.
- Lecturer of several Courses, Seminars and Post-Graduation of Companies Law and Security Law.
- Professor of Postgraduate Degree in Securities Law and Banking Law at the Law School of the Portuguese Catholic University - Porto, since 2017.
- Lecturer of several Courses, Seminars and Post-Graduation of Companies Law and Security Law.

Positions held in the last five years:

- Secretary of the Board of the Shareholders' General Meeting of the Sonae Capital, SGPS, SA
- Secretary of the Board of the Shareholders' General Meeting of the Sonaecom, SGPS, SA
- Secretary of the Board of the Shareholders' General Meeting of the Sonae Indústria, SGPS, SA

Positions currently held:

- Common representative of bondholders SONAE SIERRA, SGPS, SA
- Secretary of the Board of the Shareholders' General Meeting of the NOS, SGPS, SA

Shares held in Group Companies:

Does not hold any shares in companies of the Sonae Group

MARIA DANIELA FARTO BAPTISTA PASSOS

Assessment of the Independence Criteria¹

Identify the member and the respective body to which the data of this questionnaire refers to:
Secretary of the Shareholders' General Meeting of Sonae- SGPS, SA

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

No _____

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

No _____

3. Do you act for, or on behalf², of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.

No _____

4. The Board of Directors, or any of its members, has knowledge that the ~~member of the statutory audit board~~/member of the board of the shareholders' general meeting [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process³? If the answer is yes, please detail.

There is not any type of connection whatsoever with any specific group of interests in the company, nor is there any circumstance that can affect the independent analysis or decision-making _____

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

There is not any other factor that can affect the independence of the member of the shareholders' general meeting to whom the present questionnaire refers to. _____

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

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

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

MARIA DANIELA FARTO BAPTISTA PASSOS
Assessment of the incompatibility regime

Identify the member and the respective body to which the data of this questionnaire refers to:
Secretary of the Shareholders' General Meeting of Sonae- SGPS, SA

1. Are you a member of the company's management body? No _____

2. Are you member of the management body of any company that controls or that is controlled by the Company? If the answer is yes, please identify the company(ies).
No _____

3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies⁴?
No _____

4. Are you a shareholder of a company ("sociedade em nome coletivo") that controls or that is controlled by the Company?
No _____

5. Are you a public certified accountant in relation to which there is an incompatibility arising from the applicable law?
No _____

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

7. Do you exercise functions in a competing company, or do you act in the name or on behalf of a competing company or are you in way bound by the interests of the competing company? If the answer is yes, please detail.
No _____

8. Do you provide, directly or indirectly, services or do you maintain a significant commercial relationship with the Company or with any company which controls or is controlled by the Company? If the answer is yes, please detail.
No _____

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

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

No _____

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

No _____

Maria Daniela Farto Baptista Passos

28/03/2023

BOARD OF DIRECTORS

April 2023

DUARTE PAULO TEIXEIRA DE AZEVEDO

April 2023

Duarte Paulo Teixeira de Azevedo

Date of birth	31 December 1965
Education	
1986	Graduate Degree in Chemical Engineering – Federal Polytechnic School of Lausanne
1989	Master in Business Administration - Porto Business School
Executive education	
1994	Executive Retailing Program - Babson College
1996	Strategic Uses of Information Technology Program - Stanford Business School
2002	Breakthrough Program for Senior Executives - IMD Lausanne
2008	Proteus Programme - London Business School
2012	Corporate Level Strategy – Harvard Business School
Professional Experience	
Efanor group	
1988-1990	Project manager and analyst of new investments at Sonae Tecnologias de Informação
1990-1993	Organisational Development Project Manager and New Business Commercial Manager for Portugal at Sonae Indústria SGPS, SA
1993-1996	Head of Strategic Planning and Control Organisational Development of Sonae Investimentos - SGPS, SA
1996-1998	Executive Member of the Board of Directors of Modelo Continente Hipermercados, SA (with the responsibilities in Merchandising, IT and Marketing Retail)
1998-2000	CEO of Optimus - Telecomunicações, SA
2000-2018	Member of the Board of Directors of Efanor Investimentos - SGPS, SE
2000-2007	CEO of Sonae – SGPS, SA
2000-2007	CEO of Sonaecom, SGPS, SA
2002-2007	Chair of the Supervisory Board of Público - Comunicação Social, SA
2003-2007	Chair of the Supervisory Board of Glunz, AG
2004-2007	Chair of the Board of Directors of Tableros de Fibras, SA (Tafisa)
2007-2014	Chair of the Board of Directors of Sonaecom, SGPS, SA
2007- 2015	CEO of Sonae - SGPS, SA
2007- 2015	Vice-Chair of the Board of Directors of Sonae Indústria, SGPS, SA
2007-2019	Chair of the Board of Directors of Sonae Sierra, SGPS, SA
2007-2018	Chair of the Board of Directors of Sonae Investimentos, SGPS, SA (currently Sonae MC, SGPS, SA)
2008-2014	Chair of the Board of Directors of MDS, SGPS, SA
2009-2013	Chair of the Board of Directors of Sonaegest – Sociedade Gestora de Fundos de Investimento, SA
2010-2016	Chair of the Board of Directors of Sonae – Specialized Retail, SGPS, SA
2010-2019	Chair of the Board of Directors of Sonae MC – Modelo Continente, SGPS, SA
2015-2019	Chair of the Board of Directors and Co-CEO of Sonae - SGPS, SA
Since 2015	Chair of the Board of Directors of Sonae Capital, SGPS, SA
Since 2016	Chair of the Board of Directors of Sonae Indústria, SGPS, SA
Since 2018	Chair of the Board of Directors of Sonae Arauco, SA
Since 2019	Chair of the Board of Directors of Efanor Investimentos, SGPS, SE
Since 2019	Chair of the Board of Directors of Sonae - SGPS, SA
Since 2020	Chair of the Executive Committee of Fundação Belmiro de Azevedo
Since 2021	Chair of the Board of Directors of Tafina Canadá, Inc
Since 2021	Chair of the Board of Directors of BA – Capital, SGPS, SA
Other entities	
1989-1990	Member of the Executive Committee of APGEI – Associação Portuguesa de Gestão e Engenharia Industrial
2001-2002	Chair of Apriltel - Associação dos Operadores de Telecomunicações

Since 2006	Member of the Founding Board of the Casa da Música Foundaton
Since 2007	Member of the Founders Council of Serralves
2008-2009	Member of the Supervisory Board of AEP - Associação Empresarial de Portugal
2009-2014	Member of the Board of Curators of AEP - Associação Empresarial de Portugal
2009-2015	Chair of the Board of Curators of Oporto University
2012-2015	Director of COTEC Portugal
2019-2021	Chair of the Installation Committee of Project BIOPOLIS
2008-2022	Member of ERT - European Round Table of Industry. Additionally, since 2019, Member of the Steering Committee and Chair of the Work Group "Jobs, Skills and Impact"
Since 2012	Member of the International Advisory Board of Allianz SE
Since 2020	Chair of the Board of Directors of BA Glass I – Serviços de Gestão e Investimentos, S.A.
Since 2020	Chair of the Board of Directors of BA Glass Portugal, SA
Since 2020	Chair of the Direction of Viridia Association – Conservation in Action
Since 2020	Member of the Board of Directors of Mégantic BV

Positions held in other entities

Positions held in other Sonae's companies

None

Positions held in other companies outside Sonae

Chair of the Board of Directors of Efanor Investimentos, SGPS, SE

Chair of the Executive Committee of Fundação Belmiro de Azevedo

Member of the Board of Directors of Efanor – Serviços de Apoio à Gestão, SA

Chair of the Board of Directors of Migracom, SA

Member of the Board of Directors of Imparfin – Investimentos e Participações Financeiras, SA

Chair of the Board of Directors of BA – Capital, SGPS, SA

Member of the Board of Directors of Pareuro BV

Member of the Board of Directors of Mégantic BV

Chair of the Board of Directors of Sonae Indústria, SGPS, SA

Chair of the Board of Directors of Sonae Arauco, SA

Chair of the Board of Directors of Tafisa Canadá, Inc

Chair of the Board of Directors of Sonae Capital, SGPS, SA

Chair of the Board of Directors of BA Glass I – Serviços de Gestão e Investimentos, SA

Chair of the Board of Directors of BA Glass, Portugal, SA

Member of the International Council Board of Allianz SE

Chair of the management of Associação Viridia – Conservation in action

Shares held in Group Companies:

Sonae – SGPS, S.A.:

1.318.819 shares

4.221.599 shares¹

¹ shares indirectly held trough a controlled company

ÂNGELO GABRIEL RIBEIRINHO DOS SANTOS PAUPÉRIO

April 2019

Ángelo Gabriel Ribeirinho dos Santos Paupério

Date of Birth	14 September 1959
Education	
1982	Licenciado em Engenharia Civil – FEUP
1988-1989	Mestrado em Gestão de Empresas - MBA – Porto Business School
Professional Experience	
1982-1984	Structural Design Project Manager at Tecnopor (Civil Engineering)
1984-1989	Manager at EDP (Energy)
1989-1991	Leader of the Television Project Team at Sonae Tecnologias de Informação, SA
1991-1994	Head of Planning and Management Control at Sonae Investimentos – SGPS, SA (currently Sonae –SGPS, SA)
1994-1996	Director of several companies within Sonae Distribuição, SGPS, SA (currently Sonae MC, SGPS, SA) – Retail
1994-2007	Member of the Board of Directors of Modelo Continente Hipermercados, S.A.
1996-2007	CFO of Sonae Distribuição, SGPS, SA (currently Sonae MC, SGPS, SA) and director of many of its subsidiaries (Retail)
1996-2007	Executive Member of the Board of Directors of Sonae Capital, SGPS, SA
2000-2007	Executive Member of the Board of Directors, CFO and Chair of the Finance Committee of Sonae – SGPS, SA
2004-2009	Member of the Board of Directors of MDS – Corretor de Seguros, SA
2005-2016	Member of the Board of Directors of Sonae Investments BV
2006-2016	Member of the Board of Directors of Sontel BV
2007- april 2015	Executive Vice-Chair of Sonae – SGPS, SA
2007- march 2018	Member of the Board of Directors of MDS, SGPS, SA (Chair of the Board of Directors since October 2014)
2009-2019	Member of the Board of Directors of Modelo Continente, SGPS, SA (Chair of the Board of Directors since January 2019)
2010-2016	Vice-Chair of the Board of Directors of Sonae – Specialized Retail, SGPS, SA
2010-2016	Chair of the Board of Directors of Sonaerp – Retail Properties, SA
2010-2016	Chair of the Board of Directors of MDS Auto, Mediação de Seguros, SA
2010-2016	Member of the Supreme Counsel of Universidade Católica Portuguesa
2010-2018	Member of the Board of Directors of Sonae Center Serviços II, SA (currently Sonae MC – Serviços Partilhados)
2011-2015	Member of the Supreme Counsel of Porto Business School
2012-2016	Chair of the Board of Directors of Sonaecom – Serviços Partilhados, SA
2012-2022	Member of the Board of Directors of ZOPT, SGPS, SA
2013-2016	Chair of the Board of Directors of Sonae RE, SA
2013-2016	Chair of the Board of Directors of Sonaegest – Sociedade Gestora de Fundos de Investimento, SA (currently named SFS – Gestão de Fundos, SGFI, SA)
2014-2019	Chair of the Board of Directors of Sonae Financial Services, SA
2015-2019	Co-CEO of Sonae – SGPS, SA
2016-2019	Chair of the Board of Directors of SFS, Gestão e Consultoria, SA
2018-2019	Member of the Board of Directors of Sonae Corporate, SA
2018-2020	Vice-Chair of the Board of Directors of Iberian Sports Retail Group, S.L.
Since 2007	Member of the Board of Directors of Sonae Sierra, SGPS, SA
Since 2007	Member of the Board of Directors of Sonae MC, SGPS, SA (currently named MCRETAIL, SGPS, SA)
Since 2007	Chair of the Board of Directors of Sonaecom, SGPS, SA
Since 2007	Chair of the Board of Directors of Sonae Investment Management – Software and Technology, SGPS, SA
Since 2007	Chair of the Board of Directors of Público – Comunicação Social, SA

Since 2013	Chair of the Board of Directors of NOS, SGPS, SA (from 2013-April 2020 - Member of the Board of Directors)
Since 2018	Chair of the Board of Directors of Sonae Holdings, SA
Since 2018	Member of the Board of Directors of Efanor Investimentos, SGPS, SE
Since April 2019	Member of the Board of Directors of Sonae – SGPS, SA
Since 2019	Chair of the Board of Directors of Sonae FS, SA (currently named Universo Sonae, SA)
Since 2019	Member of the Board of Directors of Sonae Capital, SGPS, SA
Since 2019	Member of the Board of Directors of Fundação Manuel Cargaleiro
Since June 2021	Member of the Board of Directors of Sonae Indústria, SGPS, SA

Positions held in other entities

Positions held in other Sonae's companies

Chair of the Board of Directors of Sonaecom, SGPS, SA
Chair of the Board of Directors of Sonae Investment Management – Software and Technology, SGPS, SA
Chair of the Board of Directors of Público - Comunicação Social, SA
Chair of the Board of Directors of NOS, SGPS, SA
Member of the Board of Directors of Sonae MC, SGPS, SA (currently named MCRETAIL, SGPS, SA)
Chair of the Board of Directors of Sonae Holdings, SA
Member of the Board of Directors of Sonae Sierra, SGPS, SA
Chair of the Board of Directors of Sonae FS, SA (currently named Universo Sonae, SA)

Positions held in other companies outside Sonae

Member of the Board of Directors of Sonae Capital, SGPS, SA
Member of the Board of Directors of Sonae Industria, SGPS, SA
Member of the Board of Directors of Efanor Investimentos, SGPS, SE
Member of the Board of Directors of Love Letters -Galeria de Arte, SA
Chair of the Board of Directors of Enxomil - Consultoria e Gestão, SA
Chair of the Board of Directors of Enxomil – Sociedade Imobiliária, SA
Chair of the Board of Directors of APGEI (Associação Portuguesa de Gestão e Engenharia Industrial)
Member of the Board of Directors of Fundação Cargaleiro

Shares held in Group Companies:

Sonae – SGPS, S.A.: 1.007.523 shares
2.684.842 shares¹

¹ shares indirectly held through a controlled company

JOSÉ MANUEL NEVES ADELINO

April 2023

José Manuel Neves Adélino

Date of Birth	19 March 1954
Education	
1976	Graduate Degree in Finance, Universidade Técnica de Lisboa
1981	DBA, Finance, Kent State University
Professional Experience	
1978-1981	Assistant Professor, Kent State University
1981-1986	Member of the Director Council, Faculty of Economics, Universidade Nova de Lisboa
1981-2012	Professor, Faculty of Economics, Universidade Nova de Lisboa
1986-1989	Assistant Professor, Universidade Católica Portuguesa
1987-1989	Assistant Professor, Bentley College
1988	Assistant Professor, ISEE
1990-1996	Dean, MBA Program and Executive Program, Faculty of Economics, Universidade Nova de Lisboa
1992-1994	Non-Executive Member of the Board of Directors, BPA
1994-2002	Member of the Management Board of the Deposit Guarantee Fund
1999-2002	Dean, Faculty of Economics, Universidade Nova de Lisboa
1999-2004	Member of the Global Advisory Board of Sonae – SGPS, SA
2003-2006	Non-Executive Member of the Board of Directors and Chair of the Audit Committee of EDP
2003-2006	Member of the Strategy Advisory Board of PT
2003-2007	Member of the Remuneration Committee of Sonae – SGPS, SA
2003-2010	Member of the Investment Committee of Fundo Caravela
2008-2014	Member of the Statutory Audit Board of BPI
2010-2014	Non-Executive Member of the Board of Directors of Cimpor
2012-2014	Finance and Investment Director – Calouste Gulbenkian Foundation

Positions held in other entities

Positions held in other Sonae's companies

None

Positions held in other companies outside Sonae

Member of the Board of Directors of Fundação Calouste Gulbenkian

Shares held in Group Companies:

Does not hold any shares in companies of the Sonae Group

MARGARET LORRAINE TRAINER

April 2023

Margaret Lorraine Trainer

Date of Birth 13 March 1952

Education

1970-1971 Diplome Superieur, Sorbonne Paris

1971-1975 M.A. (2i) Francês, St Andrews University

Professional Experience

1975-1990 Citibank NA

1975-1986 H.R. roles of both specialist and generalist natures

Cheif of Staff to Head of UK Treasury

1986-1988 A non-HR role including assignments in capital hedging, risk assessment, speech writing, and foreign exchange and funding limits management

1988-1989 Head of HR UK and N.Europe, London

1989-1990 Head of HR for EMEA based in Frankfurt

1990-1994 London Stock Exchange

Head of Human Resources and member of the Executive Board, responsible for formulating strategy and leading the Exchange from being a trade association to an organisation using current commercial practices

1994-2000 Coutts Natwest Group

Head of Human Resources and Organisation Development responsible for all HR activities in International Private Banking

2001-2006 De Beers LV Ltd

Member of the start-up team for this joint venture created in 2001 between LVMH and De Beers to launch a global retail diamond jewelry business, advising on organisation and people strategy

2005-2013 Aegis PLC

Non-Executive Member of the Board of Directors and Chair of the Remuneration Committee (since 2010)

2006-2008 Manchester Square Partners

Working with the founding partners to support them in developing a search-based business mentoring practice at board level

2008-2015 Sonae - SGPS, SA

Advisor to the Chair

Providing board level succession plan services, and director development

2013-2015 Colt SA

Non-Executive Member of the Board of Directors and since 2014 Chair of the Remuneration Committee

Member of the Nomination Committee. After Fidelity purchased all the independent shareholdings, the independent directors stood down

2010-2018 Jupiter Fund Management PLC

Non-Executive Member of the Board of Directors and Member of the Audit Committee and the Nomination Committee. Chair of the Remuneration Committee

2018 - March 2020 TP ICAP

Non-Executive Member of the Board of Directors, Chair of the Nomination and Remuneration Committee and Member of the Audit Committee

2013 - May 2020 Essentra PLC

Non-Executive Member of the Board of Directors and, since 2014, Chair of the Nomination and Remuneration Committee and Member of the Audit Committee

Since July 2021

Director at The Caledonian Club Trust Limited - London - UK

Positions held in other entities

Positions held in other Sonae's companies

None

Positions held in other companies outside Sonae

Director at The Caledonian Club Trust Limited – London – UK

Shares held in Group Companies:

Does not hold any shares in companies of the Sonae Group

MARCELO FARIA DE LIMA

April 2023

Marcelo Faria de Lima

Date of birth	1 December 1961
Education	
1981-1985	Graduate Degree in Economics, Pontifical Catholic University of Rio de Janeiro, Rio de Janeiro, Brazil
Professional Experience	
1988-1989	Professor, Pontifical Catholic University of Rio de Janeiro, Rio de Janeiro, Brazil
1989-1996	Commercial Banker of ABN AMRO Bank, São Paulo, Brazil/Chicago, United States
1996-1998	Vice-Chair of Banco Garantia, São Paulo, Brazil Investment Bank
1998-2000	Manager of Donaldson, Lufkin & Jenrette, São Paulo, Brazil Investment Bank
2000	Co-founder and CEO of Areartil, São Paulo, Brazil Internet gateway for property business
2000-2003	Co-founder and CEO of Eugênio WG, São Paulo, Brazil Advertising Agency
2002-2005	Member of the Board of Directors of Neovia Telecomunicações, SA, São Paulo, Brazil Wi-Fi Company/WiMax at São Paulo State
2007-2016	Vice-Chair of the Board of Directors of Produquímica Indústria e Comércio, SA, São Paulo, Brasil Leadership company in the solutions for the production in micronutrient for agriculture and animal food, which also produces ingredients for the treatment of water for industrial processes
2009-2016	Member of the Board of Directors of C1 Financial Inc., Saint Petersburg, Florida, Estados Unidos Public company registered in the Securities and Exchange Commission of the United States, being its shares admitted to trading at NYSE under the ticker BNK. Commercial Bank acting in Florida, United States, with total assets in an amount higher than US\$ 1.500 million. This company was incorporated by another bank in 2016
Jan 2004 - present	Chair of the Board of Directors of Metalfrío Solutions SA, São Paulo, Brazil Public company, with shares admitted to trading at BM&FBovespa under the ticker FRIO3, it is a Brazilian multinational company, and one of the world's largest manufacturers of commercial refrigeration equipment Plug-In-type, operating in Brazil, United States of America, Mexico, Denmark, Turkey, Russia, Ukraine, Indonesia and India
Jan 2008 - present	Member of the Board of Directors of Veste S.A. Estilo (before named Restoque Comércio e Confecções de Roupas SA, São Paulo, Brazil. Since June 2018 Chair of the Board of Directors) Public company, with shares admitted to trading at BM&FBovespa under the ticker LLIS3, it is one of the largest retail companies in the high pattern apparel and accessories sector, cosmetics and decoration articles, in Brazil, with annual income of over R\$ 1.000 million
Mar 2008 - present	Chair of the Board of Directors of Klimasan Klima Sanayi ve Ticaret A.Ş. Izmir, Turkey Public company, duly registered in Turkey's Capital Markets Board, being its shares negotiated at Instambul Stock Exchange under the ticker KLMSN. Company controlled by Metalfrío Solutions SA, Klimasan operates in the commercial refrigeration sector, Plug-In type

Positions held in other entities

Positions held in other Sonae's companies

None

Positions held in other companies outside Sonae

Member of the Board of Directors of Amber Internacional LLC

Manager of Baixo Augusta Hotel Ltda

Manager of Barroquinha Estacionamento SA

Managing Partner of CBM Holding Qualified Family, LP (Canada)

Managing Partner of CBM Holding Subsidiary, LP (Canadá)

Chair of Colfax Participações, SA

Manager of Dover Participações, SA

Manager of GCR Administração e Participações Ltda

Manager of Hotéis Design, SA

Chair of the Board of Directors of Klimasan Klima Sanayi ve Ticaret AŞ

Managing Partner of Lima & Smith Ltda

Chair of the Board of Directors of Metalfrio Servicios SA de CV

Chair of the Board of Directors of Metalfrio Solutions SA

Chair of the Board of Directors of Metalfrio Solutions SA Sogutma Sanayi Ve Ticaret AS

Manager of Nova Bahia Empreendimentos

Member of the Board of Directors of Peach Tree LLC

Chair of the Board of Directors of Veste S.A. Estilo

Chair of Rio Verde Consultoria e Participações Ltda

Manager of Tira-Chapéu Empreendimentos Ltda

Chair of Winery Participações Ltda

Chair of Zimbro Participações, SA

Shares held in Group Companies:

Does not hold any shares in companies of the Sonae Group

CARLOS ANTÓNIO ROCHA MOREIRA DA SILVA

April 2023

Carlos António Rocha Moreira da Silva

Date of birth	12 September 1952
Education	
1975	Graduate Degree in Mechanical Engineering, University of Oporto
1978	MSc in Management Sci. and Operation Research (University of Warwick – UK)
1982	Ph in Management Sciences (University of Warwick – UK)
Professional Experience	
1975-1987	Assistant Professor at Faculty of Engineering, University of Porto
1987-1988	Member of the Board of Directors of EDP, Eletricidade de Portugal, E.P.
1993-1996	Chair of the Board of Directors of Sonae Indústria, SGPS, S.A. and Chief Executive Officer of Tafisa – Tableros de Fibras, SA
1993-1998	Chair of the Board of Directors of Sonae Tecnologias de Informação
1997-1998	Chair of the Board of Directors of Sonae Retalho Especializado, SGPS, SA
1998-1998	Chair of the Board of Directors of TVI – Televisão Independente, SA
1998-2000	Member of the General Council of Público – Comunicação Social, SA
1998-2003	Chair of the Board of Directors of BA Vidro
2003-2005	Chair of the Executive Committee of Sonae Indústria, SGPS, SA
2005-2012	Member of the Advisory Board of 3i Spain
2006-2014	Member of the Board of Directors of Banco BPI
2009-2012	Member of the Advisory Board of Jerónimo Martins Dystrybucja, SA
2010-2014	Chair of the Board of Directors of La Seda Barcelona
1998-2020	Chair of the Board of Directors of BA Glass I – Serviços de Gestão e Investimentos, SA
Since may 2021	Member of the Board of Directors of Sonae Capital, SGPS, SA

Positions held in other entities

Positions held in other Sonae's companies

None

Positions held in other companies outside Sonae

Member of the Board of Directors of Efanor Investimentos, SGPS, SE
Non-Executive Vice-Chair of the Board of Directors of Sonae Indústria, SGPS, SA
Non-Executive Member of the Board of Directors of Sonae Arauco, SA
Non-Executive Chair of the Board of Directors of Fim do Dia, SGPS, SA
Member of the Board of Directors of Teak BV
Member of the Board of Directors of Sonae Capital, SGPS, SA
Member of the Board of Directors of Fundação de Serralves
Member of the Board of Directors of Teak Floresta, SA
Member of the Board of Directors of Hakuturi, SA
Chair of the Board of Directors of Cerealis, SGPS, SA
Chair of the Remuneration Committee of Cerealis, SGPS, SA
Chair of the Board of Directors of Cerealis Produtos Alimentares, SA
Chair of the Board of Directors of Cerealis Moagens, SA

Shares held in Group Companies:

Directly holds 50,000 shares of Sonae - SGPS, SA

EVE ALEXANDRA HENRIKSON

April 2023

Eve Alexandra Henrikson

Date of Birth

18th June 1980

Education

1998 - 2002	Dipl Betriebswirtin, FH Anhalt, Germany / BA International Business, University of Lincolnshire & Humberside, UK
2020	MBA, London Business School, UK

Professional Experience

2003 - 2004	Digital Coordinator, DaimlerChrysler (UK)
2004-2007	Digital Manager, Bentley (UK)
2007-2008	eCommerce Manager, Thomas Pink (UK)
2008-2014	Head of eCommerce, Ted Baker (UK)
2014-2021	eCommerce Director / MD Online, Tesco (UK)
Since 2021	GM Uber Eats EMEA (NL)
2014 - 2020	Independent Non-Executive Director, Scouts Shop Limited, UK
Since 2020	Independent Non-Executive Director, Lloyds Bank Corporate Markets, UK

Offices held in other companies within Sonae

None

Offices held in other companies outside Sonae

GM Uber Eats EMEA

Non-Executive Director, Lloyds Bank Corporate Markets (UK)

Shares held in Group Companies:

Does not hold any shares in companies of the Sonae Group

FUENCISLA CLEMARES

April 2023

Fuencisla Clemares

Date of birth 7 January 1974

Education

1992-1996 Bachelor in Business Administration, European Business Program
1999 Exchange Program at the MBA of Kellogg Graduate School of Management, Chicago, USA
2000 MBA – IESE Business School, Universidad de Navarra, Barcelona

Professional Experience

2000-2007 Senior Associate at Mckinsey & Company
2007-2009 Manager of Carrefour Spain
2009-2009 Head of Retail at Google Spain
2010-2011 Head of Retail and FMCG of Google Spain
2012-2015 Member of the Board of Directors of Adigital
2013-2016 Sales Director at Google Spain
2013-2016 Leader of “Mobile Initiative” at Google Spain
2013-2018 Member of the Advisory Council of Mckinsey Alumni Advisory Council
2015-2016 Member of the Board of Directors of MMA (Mobile Marketing Association) in Spain
2015-2017 Mentor at the Impact Program: a mobile start-up accelerator program in Madrid
2016-2016 Member of the Board of Directors of Adolfo Dominguez
2016-2020 Member of the Academic Advisory Council of the Internet Academy, the ISDI training platform
2013-2020 Teacher of Digital Marketing of ISDI (Instituto Superior para el Desarrollo de Internet) with participation at MIB.DIBEX and In-Company Programs
2021-2022 Interim Country Manager for Italy of Google LLC
Since 2015 Member of the Junta Territorial de Madrid (Alumni Council) at IESE
Since 2015 Visiting Teacher at IESE
Since 2016 Country Manager for Spain and Portugal of Google LLC
Since 2018 Advisor to the Board of Directors Consentino, SA

Positions held in other entities

Positions held in other Sonae's companies

None

Positions held in other companies outside Sonae

Teacher of Digital Marketing at ISDI (Instituto Superior para el Desarrollo de Internet)

Visiting Teacher at IESE

Country Manager for Spain and Portugal of Google LLC

Advisor to the Board of Directors Cosentino, SA

Interim Country Manager for Italy of Google LLC

Shares held in Group Companies:

Does not hold any shares in companies of the Sonae Group

PHILIPPE CYRIEL ELODIE HASPESLAGH

April 2023

Philippe Cyriel Elodie Haspeslagh

Date of birth 11 May 1950

Education

1968-1972 Commercial Engineer, Management, Distinction – University of Leuven
1972-1973 Master, General Management, High Distinction – Vlerick Business School
1975-1977 Master of Business Administration (MBA), Baker Scholar, Highest Distinction – Harvard Business School
1977-1979 Doctor of Business Administration (MBA) (1983), Highest Distinction – Harvard Business School
2008-2009 Consulting and Coaching for Change - INSEAD

Professional Experience

1973-1975 Management Consultant, PA Management Consulting, Belgium
1979-2008 Paul Desmarais Chaired Professor of “Active Ownership” INSEAD, Fontainebleau and Singapore
1985-1986 On leave as Visiting Professor at the Stanford Business School
1990 On leave Visiting Professor at the Harvard Business School
1997-1999 On leave as Chief of Cabinet of the Federal Minister of Agriculture and SME's in Belgium
Since 2008 Dean (2008-2016), Professor and Honorary Dean (2016-present) at Vlerick Business School

1985-2014 Chair of the Board of Directors of Dujardin Foods, NV
1993-2021 Independent Director of Vandemoortele NV
1998-2000 Chair of the Board of Directors of Pieters Visbedrijf
1998-2015 Co-Founder and Member of the Board of Directors of Quest for Growth NV
2010-2013 Independent Director of Kinapolis NV, Belgium
2011-2014 Independent Director of Governance for Owners Ltd, London, UK
2015-2018 Independent Director of Sioen Industries
2016-2020 Member of the Board of Directors of MyMicroInvest
2015-2021 Non-Executive Chair of the Board of Directors of Ardo NV
Since 2005 Co-Founder and Non-Executive Chair of the Board of Directors of Capricorn Partners
Since 2008 Member of the Board of Directors of Awacs3 Enterprises NV and Deltronic NV
Since 2019 Non-Executive Director of Strongroots Limited, Irland

Other Non-Profit Activities

2008-2015 Member of the Board of Directors of EABIS – European Academy of Business in Society
2009-2015 Member of the Board of Directors of Koffi Anan Business School
2008-2015 Member of the Board of Directors of Vlerick Business School
2008-2020 Member of the Board of Directors of Guberna, the Belgian Institute of Directors
Desde 2016 Non-Executive Chair of the Board of Directors of FBN Belgium - The Family Business Network

Positions held in other entities

Positions held in other Sonae's companies

None

Positions held in other companies outside Sonae

Co-Founder and Non-Executive Chair of the Board of Directors of Capricorn Partners
Professor e and honorary Dean of Vlerick Business School
Non-Executive Chair of the Board of Directors of Ardo NV

Non-Executive Chair of the Board of Directors of FBN Belgium - The Family Business Network

Member of the Board of Directors of Guberna, the Belgian Institute of Directors

Member of the Board of Directors of Strongroots Limited, Ireland

Member of the Board of Directors of Awacs3 Enterprises NV

Member of the Board of Directors of Deltronic NV

Shares held in Group Companies:

Does 112.300 shares of Sonae – SGPS, SA

MARIA CLÁUDIA TEIXEIRA DE AZEVEDO

April 2023

Maria Cláudia Teixeira de Azevedo

Date of birth 13 January 1970

Education

Licenciatura em Gestão, Universidade Católica do Porto
MBA, INSEAD, Fontainebleau, França

Professional Experience

Since 1990 Chair of the Board of Directors Imparfin – Investimentos e Participações Financeiras, SA

Since 1992 Member of the Board of Directors of Efanor Investimentos, SGPS, SE

Since 2000 Chair of the Board of Directors of Linhacom, SA

Since 2000 Member of the Board of Directors of Sonaecom – SGPS, SA

Since 2000 Member of the Board of Directors of Sonae Investment Management – Software and Technology, SGPS, SA

Since 2002 Chair of the Board of Directors of Praça Foz – Sociedade Imobiliária, SA

Since 2008 Member of the Board of Directors of Efanor – Serviços de Apoio à Gestão, SA

Since 2009 Member of the Board of Directors Público – Comunicação Social, SA

Since 2011 Member of the Board of Directors of Sonae Capital, SGPS, SA

Since 2011 Sole Director of Sekiwi, SGPS, SA

Since 2013 Non-Executive Member of the Board of Directors of NOS, SGPS, SA

Since 2018 Chair of the Board of Directors of Sonae MC, SGPS, SA (currently named MCRETAIL, SGPS, SA)

Since 2018 Member of the Board of Directors of Sonae Holdings, SA

Since 2018 Chair of the Board of Directors of Sonae Sierra, SGPS, SA

Since 2018 Member of the Board of Directors of Setimanale, SGPS, SA

Since 2018 Member of the Board of Directors of Casa Agrícola de Ambrães, SA

Since 2018 Member of the Board of Directors of Realejo – Sociedade Imobiliária, SA

Since April 2019 CEO da Sonae – SGPS, SA

Since 2019 Member of the Board of Directors of Sonae FS, SA (currently named Universo Sonae, SA)

Since 2020 Manager Tangerine Wish, Lda.

Since June 2021 Member of the Board of Directors of Sonae Indústria, SGPS, SA

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

Positions held in other entities

Positions held in other Sonae's companies

Member of the Board of Directors of Sonaecom – SGPS, SA

Member of the Board of Directors of Público – Comunicação Social, SA

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

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

Chair of the Board of Directors of Sonae MC, SGPS, SA (currently named MCRETAIL, SGPS, SA)

Member of the Board of Directors of Sonae Holdings, SA

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

Chair of the Board of Directors of Sonae Sierra, SGPS, SA

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

Positions held in other companies outside Sonae

Member of the Board of Directors of Sonae Capital, SGPS, SA

Member of the Board of Directors of Sonae Industria, SGPS, SA

Chair of the Board of Directors of Imparfin – Investimentos e Participações Financeiras, SA

Member of the Board of Directors of Efanor – Investimentos, SGPS, SE

Chair of the Board of Directors of Linhacom, SA

Chair of the Board of Directors of Praça Foz – Sociedade Imobiliária, SA

Member of the Board of Directors of Efanor – Serviços de Apoio à Gestão, SA

Sole Director of Sekiwi, SGPS, SA

Member of the Board of Directors of Setimanale, SGPS, SA

Member of the Board of Directors of Casa Agrícola de Ambrães, SA

Member of the Board of Directors of Realejo – Sociedade Imobiliária, SA

Manager of Tangerine Wish, Lda.

Shares held in Group Companies:

Sonae – SGPS, S.A.:

1.017.900 shares

189.314 shares¹

¹ shares indirectly held through a controlled company

JOÃO PEDRO MAGALHÃES DA SILVA TORRES DOLORES

April 2023

João Pedro Magalhães da Silva Torres Dolores

Date of birth	21 December 1980
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Education	
1998-2003	Degree in Economics, FEP – Faculdade de Economia (University of Oporto)
2004-2004	Postgraduate Program in Business Management – New York University, New York
2007-2009	MBA – London Business School, London (United Kingdom)

Professional Experience	
2003-2004	Brand manager – JW Burmester, S.A., New York (United States)
2005-2007	Business Analyst at McKinsey & Company
2009-2011	Associate at McKinsey & Company
2011-2013	Deputy manager of Innovation management at Portugal Telecom
2013-2014	Head of Cloud Business Unit at Portugal Telecom
2014-2015	Head of Corporate Strategy at Sonae – SGPS, SA
2015-2018	Head of Group Strategy, Planning and Control at Sonae – SGPS, SA
2016-2018	Professor of the Strategy Course at Porto Business School's Executive MBA
2018-2019	Director of Sonae – SGPS, SA Corporate Center
2018-julho 2022	Non-Executive Chair of the Board of Directors of MKTPlace – Comércio Eletrónico, SA
2021-2022	Member of the Board of Directors of Sonae RE, SA
Since 2016	Non-Executive Member of the Board of Directors of NOS, SGPS, SA
Since 2018	Non-Executive Member of the Board of Directors of Sonae MC, SGPS, SA (currently named MCRETAIL, SA)
Since 2018	Chair of the Board of Directors of Sonae Corporate, SA (from 2018 until December 2019, join this body as member)
Since 2018	Member of the Board of Directors of Sonae Holdings, SA
Since 2018	Executive Member of the Board of Directors of Sonae Investments, BV
Since 2018	Executive Member of the Board of Directors of Sontel, BV
Since 2019	Member of the Board of Directors of Sonaecom, SGPS, SA
Since April 2019	Member of the Board of Directors and Member of the Executive Committee of Sonae – SGPS, SA
Since 2019	Non-Executive Member of the Board of Directors of Sonae Sierra, SGPS, SA
Since 2019	Member of the Board of Directors of Sonae FS, SA (currently named Universo Sonae, SA)
Since 2020	Member of the Board of Directors of Iberian Sports Retail Group, S.L.
Desde agosto 2020	Membro do Conselho de Administração da Sonae Investment Management - Software and Technology, SGPS, SA
Since July 2021	Member of the Board of Directors of Sonae Food4Future, SA (currently named Sparkfood, SA)

Positions held in other entities

Positions held in other Sonae's companies

Non-Executive Member of the Board of Directors of NOS, SGPS, SA
Non-Executive Member of the Board of Directors of Sonae MC, SGPS, SA (currently named MCRETAIL, SA)
Chair of the Board of Directors of Sonae Corporate, SA
Member of the Board of Directors of Sonae Holdings, SA

Executive Member of the Board of Directors of Sonae Investment, BV
Executive Member of the Board of Directors of Sontel, BV
Executive Member of the Board of Directors of Sonaecom, SGPS, SA
Non-Executive Member of the Board of Directors of Sonae Sierra, SGPS, SA
Member of the Board of Directors of Sonae FS, SA (currently named Universo Sonae, SA)
Member of the Board of Directors of Iberian Sports Retail Group, S.L.
Membro do Conselho de Administração da Sonae Investment Management - Software and Technology, SGPS, SA
Member of the Board of Directors of Sonae Food4Future, SA (currently named Sparkfood, SA)

Positions held in other companies outside Sonae

None

Shares held in Group Companies:

Does 158.149 shares of Sonae – SGPS, SA

JOÃO NONELL GÜNTHER AMARAL

April 2023

João Nonell Günther Amaral

Date of Birth 19 de julho de 1969

Education

Mestrado em Engenharia Eletrotécnica e de Computadores - Universidade do Porto (1988-1993)

MBA Executive – Porto Business School (2000-2001)

Retail Strategic Management – Babson College

Accelerated Development Program – London Business School

Logistics, Materials and Supply Chain Management - Stanford University (2015)

Professional Experience

	IT Manager - Project manager for Innovation Strategy for the North of Portugal
1994-1997	Innovation Agency – Innovation and Systems Analyst
2001-2003	Director for Business Development and Innovation - IT Director with responsibility for Implementation of SAP Project at Leica Portugal in straight collaboration with Leica AG in Germany
Since may 2014	Executive Member of the Board of Directors of MCRETAIL, SGPS, SA
Since may 2019	CDO - Chief Development Officer of Sonae - SGPS, SA

Positions held in other entities

Positions held in other Sonae's companies

Member of the Board of Directors of Sonae Holdings, S.A.

Member of the Board of Directors of Sonae Corporate, S.A.

Member of the Board of Directors of Sparkfood, S.A.

Member of the Board of Directors of Universo Sonae, S.A.

Executive Member of the Board of Directors of MCRETAIL, SGPS, SA

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

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

Member of the Board of Directors of SIRS - Sociedade Independente de Radiodifusão Sonora, S.A.

Chairman of the Board of Directors of PCJ – Público – Comunicação e Jornalismo, S.A.

Positions held in other companies outside Sonae

None

Shares held in Group Companies:

Does 356.658 shares of Sonae – SGPS, SA

STATUTORY AUDIT BOARD

April 2023

MARIA JOSÉ MARTINS LOURENÇO DA FONSECA

April 2023

Maria José Martins Lourenço da Fonseca

Date of birth	4 September 1957
Education	
1984	Graduate Degree in Economics at Oporto University, Faculty of Economics – Prize Doutor António José Sarmento
1987	Postgraduate Program in European Studies at European Studies Center, Universidade Católica Portuguesa (Centro Regional do Porto)
1992	Participation in Young Managers Programme at INSEAD – European Institute of Business Administration, Fontainebleau
2002	Master in Business Administration, with specialisation in Accounting and Management Control at Oporto University, Faculty of Economics
2015	PhD in Business Administration, with specialisation in Accounting and Management Control at Oporto University, Faculty of Economics

Professional Experience

1984-1985	Invited Assistant at Oporto University, Faculty of Economics
1985-1990	Technician in the Department of Economics Studies and Planning of BPI – Banco Português de Investimentos, SA
1990-1992	Senior Analyst at the Corporate Banking Department of BPI – Banco Português de Investimento, SA
1991-1999	Invited Assistant at Oporto University, Faculty of Economics, in the Accounting area
1992-1996	Vice-manager at the Corporate Banking Department of BPI – Banco Português de Investimento, SA
1996-2006	Cooperation with the Portuguese Institute of Statutory Auditors (OROC), as trainer for the External Auditor Preparatory Course
2002-2008	Cooperation with the Certified Public Accountant Association (OTOC), in the field of professional formation
2008-2009	Cooperation with the Portuguese Institute of Statutory Auditors (OROC), in the field of professional formation
2015	Member of the Selection Board of the Oral Test for External Auditor (ROC)
2015-2022	Cooperation with the Portuguese Institute of Statutory Auditors (OROC), as trainer for the External Auditor Preparatory Course
Since 1996	Lecturer at Católica Porto Business School (Universidade Católica Portuguesa), in the Accounting area Responsible for the Master Course Degree in Auditing and Taxation
Since 2008	Consulting activity through the Centro de Estudos de Gestão e Economia Aplicada (CEGEA) of Católica Porto Business School (Universidade Católica Portuguesa)
Since 2016	Member of the Statutory Audit Board of Sonaecom, SGPS, SA
Since 2017	Chair of the Statutory Audit Board of AEGE – Associação para a Escola de Gestão Empresarial
Since 2017	Member of the Statutory Audit Board of Ibersol, SGPS, SA
Since 2018	Member of the Statutory Audit Board of Sonae MC, SGPS, SA (currently named MCRETAIL, SA)
Since 2018	Chair of the Statutory Audit Board of SDRS – Sports Division SR, SA

Positions held in other entities

Positions held in other Sonae's companies

- Chair of the Statutory Audit Board of SDRS – Sports Division, SR, SA
- Member of the Statutory Audit Board of Sonae MC, SGPS, SA (currently named MCRETAIL, SA)
- Member of the Statutory Audit Board of Sonaecom, SGPS, SA

Positions held in other companies outside Sonae

- Member of the Statutory Audit Board of Ibersol, SGPS, SA
- Chair of the Statutory Audit Board of AEGE – Associação para a Escola de Gestão Empresarial

Professor at Católica Porto Business School (Universidade Católica Portuguesa)

Consultant at CEGEA – Centro de Estudos de Gestão e Economia Aplicada, Universidade Católica Portuguesa –
CRP

Shares Held in Sonae Group Companies:

Does not hold any shares in companies of the Sonae Group

Assessment of the Independence Criteria¹

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

1. Are you holder of a qualified shareholding of 2% or more of share capital of the company?
No _____
2. Were you re-elected for two or more mandates, either consecutive or otherwise? If the answer is yes please detail the mandates.
No _____
3. Do you act for, or on behalf², of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.
No _____
4. The Board of Directors, or any of its members, has knowledge that the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process³? If the answer is yes, please detail.
No _____
5. The Board of Directors, or any of its members, has knowledge of any other fact that, in any manner, can or may affect the independence of the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the non-applicable] to which this questionnaire refers to? If the answer is yes, please detail.
No _____

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

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

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

Assessment of the incompatibility regime

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

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

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

3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies⁴?
No_____

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

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

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

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

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

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

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

No_____

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

No_____

Maria José Martins Lourenço da Fonseca

24/03/2023

DANIEL BESSA FERNANDES COELHO

April 2023

Daniel Bessa Fernandes Coelho

Date of birth 6 May 1948

Education

1970 Graduate Degree in Economics – University of Oporto

1986 PhD in Economics – Universidade Técnica de Lisboa

Professional Experience

1970-2009 Lecturer at the University of Oporto:

1970-1999 Faculty of Economics

1988-2000 ISEE (Institute for Entrepreneurship Studies)

1989-2002 Faculty of Engineering

2000-2008 EGP – Escola de Gestão do Porto (currently Porto Business School)

2008-2009 EGP – University of Porto Business School (currently Porto Business School)

2009-2009 Faculty of Economics

1978-1979 Dean of the Faculty of Economics of the University of Oporto

1983-2022 Economist – liberal profession

1990-1995 Vice-Dean for the Financial Management Guidance of the University of Oporto

1995-1996 Minister of Economy of the Portuguese Government

1996-2000 Executive Director of AURN – Associação das Universidades da Região Norte

1996-2006 Non-Executive Member of the Board of Directors of Celulose Beira Industrial (Celbi), SA

1997-1999 Non-Executive Member of the Board of Directors of INPARSA – Indústrias e Participações, SGPS, SA

1997-2007 Chair of the Statutory Audit Board of SPGM – Sociedade de Investimentos

1997-2008 Member of the Board of Directors of Finibanco, SA

1999-2002 Chair of the Board of the Shareholders' General Meeting of APDL – Administração dos Portos do Douro e Leixões

1999-2006 Member of the advisory boards of Sonae – SGPS, SA and Sonae Indústria, SGPS, SA

2000-2012 Chair of the Advisory Board of IGCSS – Instituto de Gestão de Fundos de Capitalização da Segurança Social

2001-2003 Member of the Advisory Board of Indústrias de Condutores Elétricos e Telefónicos F. Cunha Barros, SA

2001-2011 Member of the Board of Directors of Finibanco Holdings, SGPS, SA

2003-2014 Responsible for the Mission PRASD – Program for the rehabilitation of sectors within the Ministry of Economics, Ministry of Social Security and Ministry of Labour of the Portuguese Government

2003-2022 Member of the Board of Directors and Member of the Executive Committee of Fundação Bial

2006-2009 Chair of the Statutory Audit Board of Galp Energia, SGPS, S.A.

2007-abril 2019 Chair of the Statutory Audit Board of Sonae – SGPS, SA

2008-2022 Chair of the Statutory Audit Board of Bial - Portela e Companhia, SA

2008-2022 Member of the Investment Committee of PVCI – Portuguese Venture Capital Initiative, entity created by FEI – European Fund for Investment

2010-2022 Chair of the Board of the Shareholders' General Meeting of Amkor Technology Portugal, S.A. (ex-Nanium, S.A.)

2011-2012 Member of the Supervisory Board of Banco Comercial Português, SA

2016-2019 Non-Executive Member of the Board of Directors of Amorim Turismo, SGPS, SA

2016-2019 Non-Executive Member of the Board of Directors of Sociedade Figueira Praia, SA

2017-2019 Non-Executive Member of the Board of Directors of SFP OnLine, SA

2017-2022 Chair of the Statutory Audit Board of GGND – Galp Gás Natural Distribuição, SA

2017-2022 Presidente do Conselho de Curadores da Fundação Belmiro de Azevedo

2019-2020	Member of the Statutory Audit Board of Banco L. J. Carregosa, SA
2019-2022	Member of the Statutory Audit Board of da Sonae - SGPS, SA
2019-2022	Non-Executive Member of the Board of Directors of SPI – Sociedade Portuguesa de Inovação, Consultoria Empresarial e Fomento da Inovação, SA
2020-2021	Chair of the Statutory Audit Board of RACE – Refrigeration & Air Conditioning Engineering, SA
2021-2022	Chair of the Statutory Audit Board of Cerealis – SGPS, SA

Positions held in other entities

Positions held in other Sonae's companies

None

Positions held in other companies outside Sonae

Chair of the Statutory Audit Board of GGND – Galp Gás Natural Distribuição, SA

Chairman of the Statutory Audit Board of Bial – Portela e Companhia, SA

Chairman of the Statutory Audit Board of Cerealis, SGPS, SA

Member of the Board of Directors of SPI – Sociedade Portuguesa de Inovação, SA

Chairman of the Board of the Shareholders' General Meeting of Amkor Technology Portugal, SA

Member of the Investment Committee of PVCI – Portuguese Venture Capital Initiative

Chairman of the Board of Trustees of Fundação Belmiro de Azevedo

Member of the Board of Directors and the Executive Committee of Fundação Bial

Shares held in Group Companies:

Does not hold any shares in companies of the Sonae Group

Assessment of the Independence Criteria¹

Identify the member and the respective body to which the data of this questionnaire refers to: Daniel Bessa Fernandes Coelho - Member for the Statutory Audit Board

1. Are you holder of a qualified shareholding of 2% or more of share capital of the company?
No _____

2. Were you re-elected for two or more mandates, either consecutive or otherwise? If the answer is yes please detail the mandates.
He was the Chairman of the Statutory Audit Board of Sonae, SGPS, S.A. in the mandates 2007-2010, 2011-2014, 2015-2018 and member of the Statutory Audit Board to mandate 2019-2022 _____

3. Do you act for, or on behalf², of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.
No _____

4. The Board of Directors, ~~or any of its members~~, has knowledge that the member of the statutory audit board/member of the board of the shareholders' general meeting [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process³? If the answer is yes, please detail.
No _____

5. The Board of Directors, or any of its members, has knowledge of any other fact that, in any manner, ~~can or may affect the independence of the member of the~~ statutory audit board/member of the board of the shareholders' general meeting [delete the non-applicable] to which this questionnaire refers to? If the answer is yes, please detail.
No _____

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

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

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

Assessment of the incompatibility regime

Identify the member and the respective body to which the data of this questionnaire refers to: Daniel Bessa Fernandes Coelho, proposed member for the Statutory Audit Board of Sonae, SGPS, SA (“the Company”)

1. Are you a member of the company's management body? No _____

2. Are you member of the management body of any company that controls or that is controlled by the Company? If the answer is yes, please identify the company(ies).
No _____

3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies⁴?
No _____

4. Are you a shareholder of a company (“sociedade em nome coletivo”) that controls or that is controlled by the Company?
No _____

5. Are you a public certified accountant in relation to which there is an incompatibility arising from the applicable law?
No _____

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

7. Do you exercise functions in a competing company, or do you act in the name or on behalf of a competing company or are you in way bound by the interests of the competing company? If the answer is yes, please detail.
No _____

8. Do you provide, directly or indirectly, services or do you maintain a significant commercial relationship with the Company or with any company which controls or is controlled by the Company? If the answer is yes, please detail.
No _____

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

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

No_____

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

No_____

Daniel Bessa Fernandes Coelho

24/03/2023

MANUEL HELENO SISMEIRO

April 2023

Manuel Heleno Sismeiro

Date of birth	5 de janeiro de 1945
Education	
1964	Accountant, ICL – Lisboa
1971	Graduate Degree in Finance, ISCEF – Lisboa
Professional Experience	
1965-1966	Industrial and Commercial School of Leiria: Accounting and Commercial Calculus teacher in the general commerce course
1970-1971	Banco da Agricultura: Technician at the Organisation and Methods division
1971-1981	Instituto Superior de Economia de Lisboa: assistant, having lectured Mathematics, Statistics, Econometry and Operational Investigation
1974-1975	Arthur Young & Co: Statutory Auditor and audit assistant
1974-1976	Universidade Católica Lisboa: assistant (first year) and regente (second year) of Accountancy in the Business Administration course
1976-1977	Banco Borges & Irmão: performed functions at the Economics Studies Department and at the Control Department of Associated Companies
1977-1980	CTT – Correios e Telecomunicações de Portugal: Responsible for the Warehouse Management and Control division. Responsible for stock management of central warehouses and of a project aimed at implementing a computer tool for stock management and control
1980-2008	Partner of Coopers & Lybrand and of Bernardes, Sismeiro & Associados, since 1998, PricewaterhouseCoopers - auditors and statutory auditors Responsible for the audit and statutory audit in several industries. Most importante companies: Sonae (group); Amorim (group); Unicer (group); Sogrape (group); Barros (group); TMG (group); Lactogal (group); Aveleda (group); RAR (group); Cires; Ford; REN Responsible for the management of the Oporto office of the mentioned companies – since 1982 and until 2008 Manager of the Audit department in the period 1998-2002 and member of the management board of PricewaterhouseCoopers, in the same period
2009-2017	Chair of the Statutory Audit Board of Sonae Indústria, SGPS, SA
2010-2017	Chair of the Statutory Audit Board of Segafredo Zanetti (Portugal) – Comercialização e Distribuição de Café, SA
2014	Chair of the Statutory Audit Board of Sonae Investimentos, SGPS, SA (currently Sonae MC, SGPS, SA)
2015	Chair of the Statutory Audit Board of Banif – Banco de Investimento, SA
Since 2008	Consultant in internal audit and internal control fields
Since 2009	Chair of the Statutory Audit Board of OCP Portugal – Produtos Farmacêuticos, SA
Since 2009	Member of the Statutory Audit Board of Sonae Capital, SGPS, SA
Since 2018	Chair of the Statutory Audit Board of Sonae Arauco Portugal, SA

Positions held in other entities

Positions held in other Sonae's companies

None

Positions held in other companies outside Sonae

Member of the Statutory Audit Board of Sonae Capital, SGPS, SA

Chairman of the Statutory Audit Board of Sonae Arauco Portugal, SA

Chairman of the Statutory Audit Board of OCP Portugal – Produtos Farmacêuticos, SA

Shares held in Group Companies:

Does not hold any shares in companies of the Sonae Group

Assessment of the Independence Criteria¹

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

Manuel Heleno Sismeiro - Member of the Statutory Audit Board

1. Are you holder of a qualified shareholding of 2% or more of share capital of the company?
No _____
2. Were you re-elected for two or more mandates, either consecutive or otherwise? If the answer is yes please detail the mandates.
No _____
3. Do you act for, or on behalf², of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.
No _____
4. The Board of Directors, or any of its members, has knowledge that the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process³? If the answer is yes, please detail.
No _____
5. The Board of Directors, or any of its members, has knowledge of any other fact that, in any manner, can or may affect the independence of the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the non-applicable] to which this questionnaire refers to? If the answer is yes, please detail.
No _____

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

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

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

Assessment of the incompatibility regime

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

Manuel Heleno Sismeiro - Member of the Statutory Audit Board

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

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

3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies⁴?
No_____

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

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

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

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

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

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

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

No_____

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

No_____

Manuel Heleno Sismeiro

24/03/2023

SARA MANUEL CARVALHO TEIXEIRA MENDES

April 2023

Personal Information



Portuguese

March 12, 1980

Partner at Carlos Aires, Amadeu Costa Lima & Associado – SROC.

2020/
APhD Student in Management at the Faculty of Economics of Porto.

Current Position

Academic and professional qualifications

2010/2013
Attendance of master's in Economics and Management of Health Services at the Faculty of Economics of Porto.

2008/2009
Postgraduate in Health Services Management by EGP - University of Porto Business School.

2007/2008
Attendance of the Course of Official Auditor at Ordem dos Revisores Oficiais de Contas.

1998/2003
Business Management Graduate by the Portuguese Catholic University.

Statutory Auditor.

Professional experience

2021/
Member of the Statutory Audit Board at GMG – Grupo Manuel Gonçalves, SA

2021/
Collaboration as a trainer in the course for Trainees and Seniors at Ordem dos Revisores Oficiais de Contas.

2019/
Substitute Member of the Statutory Audit Board of Sonae – SGPS, SA

2018/
Chairman of the Statutory Audit Board of CCILC – Câmara de Comércio e Indústria Luso- Colombiana.

2018/
Trainer in the Preparation Course for ROC at Ordem dos Revisores Oficiais de Contas (Portugal and Moçambique).

2017/
Invited teacher at Católica Porto Business School – in the area of accounting and auditing.

2016/
Partner at Carlos Aires, Amadeu Costa Lima & Associado - SROC. Responsible for the management of projects and teams in audit work and the Department of Internal Quality Control and Training.

2009/2016
Manager in the area of "Assurance" at PricewaterhouseCoopers & Associados - Sociedade de Revisores Oficiais de Contas, Lda. In this role was responsible for the management of projects and teams in auditing work on internal control systems and accounting procedures and financial auditing in companies of national groups and foreign groups.

2003/2009
Auditor at PricewaterhouseCoopers & Associados - Sociedade de Revisores Oficial de Contas, Lda., having collaborated in the execution and control of various audit work on internal control systems and accounting and financial audit procedures in companies of national groups and foreign groups.

Trainer in various training actions to senior management and responsible for financial areas and taxation, in matters of accounting (SNC / IFRS) and taxation.

Certified trainer by IEFP.

2002/2003
Auditor assistant at Álvaro, Falcão e Associados, SROC.

Languages

English - advances
French - basic
Spanish - medium

Personal skills

Skills related to work

Team management
Leadership ability
Interpersonal relationship and teamwork
Competence and pedagogical capacity

Leisure activities

Federated Golf player

Volunteering

Participated in volunteer activities for children and young people: EPIS, Grace and JAP.

Shares held in Group Companies:

Does not hold any shares in companies of the Sonae Group

Assessment of the Independence Criteria¹

Identify the member and the respective body to which the data of this questionnaire refers to: Sara Manuel Carvalho Teixeira Mendes – Substitute Member of the Statutory Audit Board

1. Are you holder of a qualified shareholding of 2% or more of share capital of the company?
No _____
2. Were you re-elected for two or more mandates, either consecutive or otherwise? If the answer is yes please detail the mandates.
No _____
3. Do you act for, or on behalf², of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.
No _____
4. The Board of Directors, or any of its members, has knowledge that the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process³? If the answer is yes, please detail.
No _____
5. The Board of Directors, or any of its members, has knowledge of any other fact that, in any manner, can or may affect the independence of the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the non-applicable] to which this questionnaire refers to? If the answer is yes, please detail.
No _____

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

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

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

Assessment of the incompatibility regime

Identify the member and the respective body to which the data of this questionnaire refers to: Sara Manuel Carvalho Teixeira Mendes – Substitute Member of the Statutory Audit Board

1. Are you a member of the company's management body? No _____

2. Are you member of the management body of any company that controls or that is controlled by the Company? If the answer is yes, please identify the company(ies).
No _____

3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies⁴?
No _____

4. Are you a shareholder of a company ("Sociedade em nome coletivo") that controls or that is controlled by the Company?
No _____

5. Are you a public certified accountant in relation to which there is an incompatibility arising from the applicable law?
No _____

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

7. Do you exercise functions in a competing company, or do you act in the name or on behalf of a competing company or are you in way bound by the interests of the competing company? If the answer is yes, please detail.
No _____

8. Do you provide, directly or indirectly, services or do you maintain a significant commercial relationship with the Company or with any company which controls or is controlled by the Company? If the answer is yes, please detail.
No _____

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

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

No_____

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

No_____

Sara Manuel Carvalho Teixeira Mendes

24/03/2023

SHAREHOLDERS' REMUNERATION COMMITTEE

April 2023

ARTUR EDUARDO BROCHADO DOS SANTOS SILVA

April 2023

CURRICULUM VITAE

1. - PERSONAL DATA

Name	Artur Eduardo Brochado dos Santos Silva
Date of Birth	22nd of May 1941

2. - ACADEMIC BACKGROUND

1963	Degree in Law, University of Coimbra (final grade 17/20)
1985	Stanford Executive Program, Stanford University

3. - PROFESSIONAL EXPERIENCE

July 2018	Chairman of the Foundations Advisory Council
April 2018	Non-Executive Member of the Board of Directors and Member of the Remuneration Committee of Nors
December 2017	Member of Corporate Governance Committee and Corporate Responsibility of Jerónimo Martins, SGPS, SA
Oct 2017/2021	Chairman of the General Board of University of Oporto
May 2017	Member of the Board of Trustees of La Caixa Banking Foundation - Coordinator of the programs for Portugal
May 2017	Honorary Chairman of Banco BPI and President of Corporate Responsibility Committee of Banco BPI
Oct. 2004 / May 2017	Chairman of Banco BPI
2012 / 2017	Chairman of the Board of Directors of Calouste Gulbenkian Foundation
2012 / May 2017	Chairman of the Board of Directors of Partex Oil & Gaz Corporation (holding owned by Calouste Gulbenkian Foundation)
May 2007	Non-Executive Director and Member of the Remuneration Committee of Sonae SGPS, SA
2005 / 2013	Member of the Board of Directors of Sindecom, SGPS, SA

1981 / 2004	Chairman and CEO of SPI and, since 1985, of BPI
2004 / 2013	Member of the Board of Directors of Jerónimo Martins, SGPS, SA
1977 / 1978	Deputy Governor of Banco de Portugal
1975 / 1976	Secretary of State of the Treasury
1968 / 1975	Senior Manager of Banco Português do Atlântico

4 - OTHER ACTIVITIES

2008/ 2010	Chairman of “Comissão Nacional para as Comemorações do Centenário da República“
2005 / 2011	Member of the Conselho Nacional do Mercado de Valores Mobiliários
2005 / 2011	Member of the Advisory Board for the Technologic Plan
2009 / 2012	Chairman of Supervisory Board of University of Coimbra
2008 / 2012	Member of the Supervisory Board of EGP-UPBS (Escola de Gestão do Porto-University of Porto Business School)
1995 / 2012	Member of the Advisory Board of Fundação Gomes Teixeira (Catholic University)
1985 / 2012	Member of Supervisory Board of Faculdade de Economia, Universidade Nova de Lisboa
2010 / 2012	Chairman of the General Assembly of Liga Portuguesa Contra o Cancro
2006 / 2012	Chairman of the Board of Founders of Casa da Música
2006 /2012	President of Auditing Board of SEDES (Deputy Chairman from 1992 to 2006)
2003 / 2012	Chairman of Auditing Board of Fundação Júlio Resende - Lugar do Desenho
1998 / 2012	Member of the Auditing Board of Bial Foundation
1994 /2012	Chairman of General Assembly of Centro Social da Foz

1991 / 2012	President of the Auditing Board of Mário Soares Foundation
1987 / 2012	President of Auditing Board of Portuguese Entrepreneurial Foundation
2006 / 2009	President of Board of Directors of COTEC PORTUGAL – Associação Empresarial para a Inovação (2003/2006 – Member of the Board)
2004 / 2009	Member of the Supervisory Board of Universidade Católica Portuguesa
2004 / 2007	Chairman of Supervisory Board of Instituto Português de Corporate Governance
2001 / 2009	Member of International Supervisory Board of Banco Itau
2001 / 2003	Member of the Senate of University of Oporto
1999 / - Jan. to Nov.	Chairman of Porto 2001 – European Capital of Culture
1996 / 1998	Member of Board of Directors of Fundação de Serralves

5. - TEACHING ACTIVITIES

1980 / 1982	Guest Professor of “Public Finance”, Coimbra University, School of Law
1979 / 1985	Guest Professor of “Money and Credit”, Catholic Portuguese, School of Law in Oporto
1963 / 1967	Assistant professor of “Public Finance” and “Economics”, Coimbra University, School of Law

6. - CONDECORATIONS AND OTHER DISTINTIONS

2017	Doctor Honoris Causa by University of Lisbon
2010	Doctor Honoris Causa by University of Oporto (School of Arts)
2008	“Chevalier de l’Ordre de la Légion d’Honneur “ (France)
2004	“Grande Cruz da Ordem do Infante D. Henrique“ “Medalha de Honra, Grau de Ouro”, granted by Câmara Municipal do Porto
1998	“Orden de Mérito Civil“ (Spain)

1991	“Ordem de Mérito Civil“ (Portugal)
1986	“Ordre National du Mérite“ (France)

7. - AWARDS DURING LAW DEGREE

“Infante D. Henrique“	Granted by TAP to best final mark in Law Degree at Coimbra University, in 1963
“Prof. Beleza dos Santos“	Granted by SACOR to best mark in Criminal Law at Coimbra University in 1963

Shares held in Group Companies:

Does not hold any shares in companies of the Sonae Group

JOSÉ FERNANDO OLIVEIRA DE ALMEIDA CÔRTE-REAL

April 2023

BIOGRAPHICAL NOTE

Name - José Fernando Oliveira de Almeida Côrte-Real

Education

- 1976 - 81 Graduate Degree in Psychology and Educational Sciences
Faculty of Psychology and Educational Sciences – Oporto University
- 1996 PADE – Programm for Company’s Top Management (*“Programa de Alta Direção de Empresas”*)
AESE Business School

Positions held in other entities on 31.12.22

- 2020 - Director - Fundação Belmiro Azevedo
- 2020 - Member Advisory Board Edulog
- 2020 - 2023 Chairman of the Remuneration Committee of NOS, SGPS, SA
- 2020 - 2023 Member of the Remuneration Committee of MCRETAIL, SGPS, SA (previously Sonae MC, SGPS, SA)

Professional Experience

- 2015 - 19 Chief Human Resources Officer (CHRO)
Sonae
- 2013 - 19 Chair of the Human Resources Advisory Group Sonae
- 2001 - 15 Executive Director
Sonae MC / Sonae SR
- 1993 - 01 Head of Human Resources
Sonae Distribuição
- 1990 - 93 Head of Human Resources
Modelo Continente Hipermercados
- 1988 - 90 Head of Human Resources
Modis, Distribuição Centralizada
- 1981 - 88 Head of Personnel
ED. Ferreirinha & Irmão, Motores e Máquinas EFI
Feruni - Sociedade de Fundação

Shares held in Group Companies:

Holds 82,674 shares of Sonae – SGPS, SA

RAMON O'CALLAGHAN

April 2023



Professor Ramon O'Callaghan is Dean of Porto Business School (PBS), University of Porto, Portugal since 2015. He is also member of the Accreditation Board of the EFMD (European Foundation for Management Development) in Brussels, chairman of the board at ISM University in Lithuania, and member of the International Advisory Council of FDC (Fundação Dom Cabral) in Brazil.

Prior to this, in 2013, he was appointed Dean of the Graduate School of Business at Nazarbayev University in Kazakhstan, a school set up with the Fuqua School of Business at Duke University, USA. Previously he had worked 15 years at Tilburg University (1997-2012), in the Netherlands, where he was chaired professor and held several senior positions: Dean of the business school, Associate Dean, Director of master's programs, and Director of the International Executive MBA, a joint program with Purdue University. Earlier positions included: MBA Director at Nyenrode University, Netherlands (1994-1997); assistant Professor at IESE, Spain (1989-1993), and research associate at Harvard Business School (1985-1987).

His areas of academic interest include Management of Technology and Innovation. He has also taught in executive programs of IESE, INSEAD, MIT Sloan, Purdue University, and Solvay Brussels. Prior to joining academia, he worked five years at Texas Instruments.

Prof. O'Callaghan holds the degrees of Doctor of Business Administration from Harvard University; MBA from IESE; MSc and BSc in Electrical Engineering from BarcelonaTech UPC, the Technical University of Catalunya. He also studied several courses at MIT Sloan and ESCP in Paris, France.

Shares held in Group Companies:

Does not hold any shares in companies of the Sonae Group