

BOARD OF DIRECTORS

**INFORMATION REQUIRED UNDER ARTICLE 289 PARAGRAPH 1 D) OF
THE COMPANY CODE**

IDENTIFICATION:

Full name: José Antônio do Prado Fay
Place of Birth: Porto Alegre, Rio Grande do Sul
Brazil
Date of Birth: 10th November 1953
Marital Status: Married

EDUCATION

Degree in Mechanical Engineering from the Universidade Federal do Rio de Janeiro - 1977
Specialised in Oil Equipment Engineering COPPE/PETROBRAS - 1977

Languages: Portuguese, English and French

PROFESSIONAL ACTIVITIES:

COPEL/ PETROBRAS S.A.

1978 – 1986

Project Engineer
Dynamic Equipment Supervisor
Head of the Mechanical Sector

PETROQUÍMICA TRIUNFO S.A.

1986 – 1988

Head of the Engineering and Maintenance Division

BUNGE GROUP

1988 – 2000

Engineering Manager
Operations Director
Regional Director
Director of the Consumer Goods Business Unit

ELECTROLUX DO BRASIL S.A.

2000 – 2003

Marketing and Sales Director

BATAVO S.A.

2003 – 2007

Chairman

BRF S. A.

2007 – 2013

General Manager of Meat Products Unit
CEO of Perdigão S.A.
Global CEO

SUPREMO CIMENTOS, S.A.

2014 – 2020

Director

SECIL - Companhia Geral de Cal e Cimento, S.A.

2019 – 2020

Director

CIMIGEST, SGPS, S.A.

August 2020 – September 2020

Chairman of the Board of Directors

SUPERBAC Biotechnology Solutions:

2020 - 2023

Director

Participation in Boards of Directors

SODIM, SGPS, S.A.:

Chairman of the Board of Directors

CIMO – Gestão de Participações, SGPS, S.A.:

Chairman of the Board of Directors

SEMAPA – Sociedade de Investimento e Gestão, SGPS, S.A.:

Chairman of the Board of Directors

FUNDAÇÃO SEMAPA – PEDRO QUEIROZ PEREIRA:

Chairman of the Board of Directors

CAMIL ALIMENTOS, S.A.:

Director

SÃO SALVADOR ALIMENTOS S. A.:

Director

ENGECAMPO, S.A.

Director

Other activities

Senior advisor Mckinsey & Co 2015. – until 2020

Senior advisor of the Warburg Pincus Fund – 2015 - 2021

Does not hold shares representing the share capital of Semapa – Sociedade de Investimento e Gestão, SGPS, S.A.

May 2025

RICARDO MIGUEL DOS SANTOS PACHECO PIRES

PERSONAL INFORMATION:

Date of Birth: 6/5/76

PROFESSIONAL EXPERIENCE

2022 – Present date: Semapa

Chief Executive Officer

2020 – Present date: Universidade Católica de Lisboa

Visiting lecturer in the Master in Finance Programme

2008 – 2021: Semapa

Executive Director (*May 14 – Dec. 21*)

Coordinator of New Business Areas.

Chief of Staff of the Chairman of the Board of Directors (Jan 11 - May 2014)

Advisor to the Chairman in several areas, in particular strategic planning.

Director of Strategic Planning and New Business (Nov 08 - Dec 10)

Management and coordination of the financial area of Semapa, which includes debt management, strategic planning and new business studies (M&A and greenfield projects). Assisted in the integration of the ETSA Group in the Semapa Group and in the company's strategic development.

2018 – 2021: Semapa Next

Deputy Director (*Jun 18 – Aug 21*)

2002 – 2008: ES Investment

Deputy Director, Corporate Finance Directorate (Jun 06 - Nov 08)

Sub-Director, Corporate Finance Directorate (May 05 - Jun 06)

Management and operational coordination of teams in M&A and capital market projects in the Energy, Automotive and Paper and Pulp Industries in Portugal, France, Spain, Poland and Brazil. Commercial negotiation of projects.

Directorate Assistant, Corporate Finance Directorate (Jun 04 - May 05)

Project management, carrying out several tasks, including writing up of proposals, memoranda, due diligence, assessments and negotiation support to the Energy, Automotive and Paper and Pulp teams

Analyst, Corporate Finance Directorate (Nov 02 - Jun 04)

Writing up of proposals, memoranda, due diligence and assessments of the Energy, Automotive and Paper and Pulp teams, and F&B and Retail

2000 – 2001: GTE Consultores*Consultant*

Writing up of investment projects for community subsidies. Drafting of strategic memoranda and feasibility studies for start-ups. Leadership of a team of 3 in charge of project implementation

Sectors: Drinks, Graphic Arts and Media

1999 – 2000: BDO Binder*Consultant*

Organizational Management: Implementation of projects for public sector organisational restructuring (Universidade Açores and Fundo de Turismo)

Corporate Finance: Financial advisory to SMEs. Support to venture capital application projects

EDUCATION

2001–2002, Universidade Nova de Lisboa, MBA in Corporate Management

2000, ISCTE, Specialisation in Corporate Finance

1993/99, Universidade Católica Portuguesa, Degree in Corporate Management and Administration

Languages: English (fluent); Spanish (average); French and German (basic)

OFFICE HELD IN OTHER COMPANIES

2013 – 2018: Director of Cimipar – Sociedade Gestora de Participações Sociais, S.A.

2013 – Present date: Director of UPSIS, S.A.

2014 – 2020: Director of Cimigest, SGPS, S.A.

2014 – Present date: Director of Cimo – Gestão de Participações, SGPS, S.A.

2014 – 2018: Director of Hotel Ritz, S.A.

2014 – 2018: Director of Longapar, SGPS, S.A.

2014 – 2017: Director of OEM – Organização de Empresas, SGPS, S.A.

2014 – 2020: Director of Seinpart - Participações, SGPS, S.A.

2014 – 2021: Director of Semapa Next, S.A.

2014 – 2018: Director of Seminv - Investimentos, SGPS, S.A.

2014 – Present date: Director of Sodim, SGPS, S.A.

2014 – 2016: Director of Vieznada, S.L.

2014 – 2016: Director of Villa Magna, S.L.

2014 – 2021: Director of Semapa - Sociedade de Investimento e Gestão, SGPS, S.A.

2015 – Present date: Director of Pyrus Agricultural, LLC

2015 – Present date: Director of Pyrus Investments, LLC

2015 – Present date: Director of Pyrus Real Estate, LLC

2015 – 2021: Director of Secil – Companhia Geral de Cal e Cimento, S.A.

2015 – 2021: Director of The Navigator Company, S.A.

2016 – 2017: Director of Wom International, S.A.

2017 – 2021: Director of Aphelion, S.A.

2018 – 2021: Deputy Director of Semapa Next, S.A.

2020 – 2025: Chairman of the Board of Directors of Abapor - Comércio e Indústria de Carnes, S.A.

2020 – 2025: Manager of Biological - Gestão de Resíduos Industriais, Lda.

2020 – 2025: Chairman of the Board of Directors of ETSA LOG, S.A.

2020 – Present date: Chairman of the Board of Directors of ETSA - Investimentos, SGPS, S.A.

2020 – 2025: Chairman of the Board of Directors of I.T.S. - Indústria Transformadora de Subprodutos, S.A.

2020 – 2025: Chairman of the Board of Directors of Sebol - Comércio e Indústria de Sebo, S.A.

2020 – Present date: Director of Semapa Inversiones, S.L.

2021 - 2021: Director and Chairman of the Executive Board of Semapa Next, S.A.

2022 - Present date: Chairman of the Board of Directors of Semapa Next, S.A.

2022 - Present date: Director and Chairman of the Executive Board of Semapa - Sociedade de Investimento e Gestão, SGPS, S.A.

2022 - Present date: Chairman of the Board of Directors of Secil – Companhia Geral de Cal e Cimento, S.A.

2022 - Present date: Chairman of the Board of Directors of The Navigator Company, S.A.

2022 - Present date: Chairman of the Board of Directors of Aphelion, S.A.

2023 - Present date: Chairman of the Board of Directors of UPSIS – Consultoria e Investimentos, S.A.

2023 - Present date: Chairman of the Board of Directors of Quotidian Podium, S.A.

2023 - Present date: Chairman of the Board of Directors of Triangle's – Cycling Equipments, S.A.

2023 - Present date: Manager of Triangle's – Cycling Products, Unipessoal, Ld.^a

2024 - Present date: Director of Fundação Semapa – Pedro Queiroz Pereira

Does not hold shares representing the share capital of Semapa – Sociedade de Investimento e Gestão, SGPS, S.A.

May 2025

Filipa Mendes de Almeida de Queiroz Pereira

Curriculum Vitae

1 - Identification

- Name: Filipa Mendes de Almeida de Queiroz Pereira
- Date of Birth: 09.03.1974

2 – Professional Qualifications

- Universidade Lusíada Applied Mathematics Degree, Computer field – 1997
- Harvard Extension School Post-graduation in Information Systems
- Insead Family Enterprise Challenge – 2015
- London Business School The Sustainable Family Business Programme – 2016
- Harvard Business School Making Corporate Boards More Effective – 2017

3 – Offices currently held in other companies

- Sodim, SGPS, S.A. Director
- Cimo - Gestão de Participações, SGPS, S.A. Director
- Semapa – Soc. de Investimento e Gestão, SGPS, S.A. Director
- Fundação Nossa Senhora do Bom Sucesso Chairman of the General Counsel
- Fundação Semapa – Pedro Queiroz Pereira Director
- Capital Hotels – Soc. de Investimento e Gestão S.A. Chairman of the Board of Directors
- Hotel Ritz, S.A. Director
- Target One Capital, S.A. Chairman of the Board of Directors
- Abelar Capital, Lda. Manager
- Abstractreason, Lda. Manager
- Bestweb, Lda. Manager
- Lagum, Lda. Manager

4 – Relevant professional activities in the last 5 years

- Manager in Abstract Reason, L.da, a company that develops its activity in the purchase and sale of real estate
- Manager of Bestweb, L.da, a computer consulting firm, whose activity includes, namely, the development of web applications and the area of communication and graphic design
- Director of Sodim, SGPS, S.A.
- Manager of Realtraje, Lda.
- Manager of Representações Carvalhal, S.A.

5 – Semapa Shares

- Does not hold shares representing the share capital of Semapa – Sociedade de Investimento e Gestão, SGPS, S.A.

Mafalda Mendes de Almeida de Queiroz Pereira
Curriculum Vitae

1 - Identification

- Name: Mafalda Mendes de Almeida de Queiroz Pereira
- Date of Birth: 27.10.1976

2 – Professional Qualifications

- Completion of Secondary Education (12th Year)
- Fundação Ricardo Espírito Santo – Technical Course in Woodwork Cutting
- SENAI – Technical Course of Interior Design (Brasil)
- Insead – Family Enterprise Challenge – 2015
- London Business School - The Sustainable Family Business Programme – 2016
- Harvard Business School – Making Corporate Boards More Effective – 2017

3 – Offices currently held in other companies

- Director of Sodim, SGPS, S.A.
- Director of Cimo – Gestão de Participações, SGPS, S.A.
- Director of Semapa – Soc. de Investimento e Gestão, SGPS, S.A.
- Director of Fundação Semapa – Pedro Queiroz Pereira
- Director of Sonagi, SGPS, S.A.
- Chairman of the Board of Directors of Keytarget Investments – Consultoria e Investimentos, S.A.
- Director of Monte da Praia Recursos Naturais, S.A.
- Manager of Sociedade Agrícola da Herdade dos Fidalgos, Unip., Lda.

4 – Relevant professional activities in the last 5 years

- Investment and real estate management
- Development of interior design and decoration projects
- Chairman of the Board of Directors of Representações Carvalhal, S.A.
- Director of Sodim, SGPS, S.A.
- Director of Cimigest, SGPS, S.A.
- Chairman of the Board of Directors of Espaço 340, S.A.

5 – Semapa Shares

- Does not hold shares representing the share capital of Semapa – Sociedade de Investimento e Gestão, SGPS, S.A.

May 2025

Lua Mónica Mendes de Almeida de Queiroz Pereira

Curriculum Vitae

1 - Identification

- Name: Lua Mónica Mendes de Almeida de Queiroz Pereira
- Date of Birth: 08.07.1981

2 - Professional Qualifications

- Completion of Secondary Education (12th Year)
- Insead – Negotiation Dynamics - 2014
- Insead – Value Creation for Owners and Directors - 2014
- Insead – International Directors Program (Module I, II, III) - 2015
- Insead – Family Enterprise Challenge – 2015
- Insead – AVIRA Program - 2016
- Insead – Certificate in Global Management - 2016
- London Business School – The Sustainable Family Business Programme – 2016
- Harvard Business School – Making Corporate Boards More Effective - 2017
- Singularity University – Executive Program - 2017

3 - Offices currently held in other companies

- Director of Sodim, SGPS, S.A.
- Director of Cimo – Gestão de Participações, SGPS, S.A.
- Director of Semapa - Sociedade de Investimento e Gestão, SGPS, S.A.
- Director of Semapa Next, S.A.
- Director of Fundação Semapa – Pedro Queiroz Pereira
- Chairman of the Board of Directors of Premium Caeli, S.A.
- Chairman of the Board of Directors of Premium Peculi, S.A. (previously called Representações Carvalhal, S.A.)
- Manager of Eco Malhada, Lda.
- Director of Luso Viriato – Funerárias Portuguesas, S.A.

4 - Relevant professional activities in the last 5 years

- Founded and was Manager of ECOLUA, Actividades Desportivas Lda, company dedicated to diverse equestrian activities
- Director of Sodim, SGPS, S.A.
- Held, until 2017, a Director position at Wom International, SA (Youzz)

5 - Other Actividades

- Federated athlete in obstacles discipline - Portuguese Equestrian Federation, having participated in several national and international equestrian competitions

6 - Semapa Shares

- Does not hold shares representing the share capital of Semapa – Sociedade de Investimento e Gestão, SGPS, S.A.

António Viana-Baptista

DOB: Dec 19, 1957

Email: antonio.viana@altervp.com

Mobile : +351.919.625.625/+34.619.725.725

Education

- 1983:** MBA, Honors and Distinction
INSEAD, Fontainebleau, France
- 1981:** Master European Economics
Universidade Católica Portuguesa, Lisbon
- 1980:** Degree Economics
Universidade Católica Portuguesa, Lisbon

Experience

Executive roles:

2018 - Present:

- **Founding Partner at Alter Venture Partners** (San Francisco, Madrid, Lisbon), a Venture Capital Fund domiciled in Luxembourg, investing in early stage technology B2B companies in Silicon Valley, California, with more than \$135Mio invested in companies as Balbix, Airspace, Slashnext, SiMa, LEVL, DeepSight, SiLC, Monogoto, SpectroCloud, Banyan Security, Videon, Lilac Cloud, iLoF and Data Pelago in Fund I; Aviz Networks and TrustLogix in Fund II.

2011-2018:

- **Credit Suisse**
 - **CEO** for Spain and Portugal (2011-2015)
 - Senior Advisor for Portugal (2016-2018)

1998-2008:

- **Telefónica, S.A.**
 - **CEO Telefónica Internacional** (1998-2002)
 - **Chairman & CEO Telefónica Móviles** (2002-2006)
 - **CEO Telefónica España** (2006-2008)
 - **Executive Board Member Telefónica** (2000-2008)

1991-1998:

- **BPI** – Banco Português de Investimentos
 - **Executive Board Member**

1984-1991:

- **McKinsey & Co**
 - **Partner** Madrid and Lisbon

1980-1982:

- **Portuguese Ministry of Finance**

Non Executive roles:

Present

Since 2009: **Semapa** (Industrial conglomerate)

Since 2018: **Landon**

Since 2022: **Azora Capital**

Former

2009-2025: **Jerónimo Martins**

2017-2018: **Abertis** (Motorway/Infrastructure Company, Barcelona)

2010-2016: **Jasper Wireless**, US

2009-2012:

- **Rim/Blackberry**, Canada
- **NH Hotels**, Spain

2008-2011:

- **Advisor for several Private Equity Firms** in Telecom Companies
 - **Wind-Hellas**, Greece: Non Executive Chairman 2010-2014 (Anchorage, Mont Kellet)
 - **Sunrise**, Switzerland: Advisor to **TeleDanmark** and to **Sunrise** Board (KKR and Apax)

2000-2008: **Portugal Telecom**

Does not hold shares of Semapa – Sociedade de Investimento e Gestão, SGPS, S.A.

May 2025

PAULO LAMEIRAS MARTINS

59 years

SUMMARY

With a global exposure, Paulo has a long career in Investment Banking, being Board Member of banks and several other companies since 2005. Working for Portuguese, American, German and Chinese firms, Paulo developed a unique multicultural experience.

Engineer by education, with initial experience in the auto industry, Paulo became a senior executive with a broader experience in multiple companies. As a leader, during these last 20 years, Paulo trained/mentored more than 200 persons, which some of them are now top managers in several companies in Portugal & abroad.

Because of the responsibilities assumed at the current and previous roles, Paulo was also Board Member of more than 20 companies, either as Chairman, Executive or as Non-Executive in several sectors and in several geographies ranging from Brazil, Portugal, and Poland. Invited Speaker and Panelist at several Forums, Conferences & Workshops (located in Europe, Latin America and China) in Banking and Economy related subjects (please see detailed list in Page 3).

Entrepreneur and Investor (Founder and Shareholder of Vira - a new food chain in Portugal www.virafrangos.pt)

BOARD EXPERIENCE

Since 2005 **26 Positions (Please see Page 2 for detail)** Portugal, Netherlands, Poland & Brazil

Extensive Board experience in Banks, Listed and Non-Listed Companies, as Chairman and Board Member.

EXECUTIVE EXPERIENCE

2015-2019 **Haitong Bank** Based in Portugal, with Americas / EMEA footprint

Multiple responsibilities, including Global Head of **Investment Banking** (M&A, Equity & Debt Capital Markets), leading a team of near 60 professionals spread across 8 geographies (Americas & Europe). Either as part of Espírito Santo Investment Bank or as part of Haitong Bank, Paulo has led teams responsible for Investment Banking deals of approx. 50 Bi.€. across the different geographies. During 2017-18 also lead the **Project Finance / Structured Finance** team globally.

Executive Member of the Board and of the Credit Committee, he played an active role in the overall management of the Bank. Chairman of **Haitong Capital** (Private Equity) since 2018 until Dec. 2019.

1996-2015 **Espírito Santo Investment Bank (currently Haitong Bank)** Based in Portugal

Paulo joined Espírito Santo Investment Bank in 1996 as Associate, becoming in 1999 responsible for the M&A activity in Iberia and later Global Head of M&A. Based in Lisbon, led a team of 60 professionals spread across 10 geographies (Americas, Europe, Africa & Asia).

Since 2005, Executive Board Member and Member of the Credit Committee.

1992-1996 **Deutsche Bank (Investment Banking Division - IBD)** Portugal

Senior Analyst at the Portuguese Investment Banking Division of Deutsche Bank.

1990-1992 **Delco Remy / General Motors Corp.** Portugal & US

Member of the initial team of Engineers, responsible for the Industrial Engineering area.

EDUCATION

2019 **Insead** Fontainebleau, France
International Directors Programme - IDP

1989 **University Institute of Lisbon - ISCTE** Lisbon, Portugal
Post-Graduate in Management & Business Administration; GPA Excellent (Bom)

1987-1989 **National Lab for Industrial Engineering & Tech - LNETI** Lisbon, Portugal
Scholarship for several Research Projects

1983-1990 **New University of Lisbon - NOVA** Lisbon, Portugal
MSc in Industrial Engineering & Management; GPA of 14 out of 20, estimated top 10%
Assistant Professor (Monitor) of two subjects (Stock Management and Production Management) of the Industrial Engineering Degree for 6 months

Languages: Fluent Portuguese and English; Fair French (7 y) and Spanish

Does not hold any shares in Semapa - Sociedade de Investimento e Gestão, SGPS, S.A.

May 2025

PAULO LAMEIRAS MARTINS

Current & Past Board positions

Nr.	Starting Date	Finishing Date	Role	Company	Industry	Listed Securities	Supervision	Location
Curent								
1	2025	to date	Board Member - Non Executive	CP Investments, SCR, S.A.	Private Equity	No	CMVM	Lisbon, Portugal
2	2024	to date	Board Member - Non Executive	Stak Prev (VIC Properties Holding)	Real Estate	No	No	Amsterdam, Netherlands & Lisbon, Portugal
3	2022	to date	Board Member - Non Executive Chairman of the Control and Risk Committee	Semapa - SGPS, S.A.	Industrial Holding	Yes	CMVM	Lisbon, Portugal
4	2021	to date	Board Member - Non Executive	Parama Unipessoal L.da (Family Office)	Family Office	No	No	Lisbon, Portugal
Past								
5	2020	2023	Board Member - Non Executive Member of the Internal Audit Committee	Haitong Bank, S.A.	Investment Banking	Yes	Bank of Portugal (ECB), CMVM	Lisbon, Portugal
6	2021	2022	Chairman of the Fiscal Board	FSOIC Partners, SGOIC, S.A.	Asset Mangement	No	CMVM	Lisbon, Portugal
7	2005	2019	Board Member - Executive	Haitong Bank	Investment Banking	Yes	Bank of Portugal (ECB), CMVM	Lisbon, Portugal
8	2018	2019	Chairman of the Board	Haitong Capital - SCR., S.A.	Private Equity	No	CMVM	Lisbon, Portugal
9	2008	2019	Board Member - Non Executive	Polish Hotel Company, sp. Zoo	Tourism	No	No	Warsaw, Poland
10	2017	2019	Board Member - Non Executive	Haitong Banco de Investimento do Brasil, S.A.	Investment Banking	Yes	Central Bank of Brazil (BACEN), CVM	São Paulo, Brazil
11	2007	2017	Board Member - Non Executive	Finsolutia SA	Fintech Servicer	No	No	Ponta Delgada, Portugal
12	2014	2016	Board Member - Non Executive	Haitong Banco de Investimento do Brasil, S.A.	Investment Banking	Yes	Central Bank of Brazil (BACEN)	São Paulo, Brazil
13	2008	2015	Chairman - Non Executive	Espirito Santo Investment, Sp. Zoo.	Investment Banking	No	No	Warsaw, Poland
14	2008	2013	Board Member - Non Executive	Polish Hotel Management Company sp. Zoo	Tourism	No	No	Warsaw, Poland
15	2008	2012	Board Member - Non Executive	ESSI Fin - S.G.P.S., S.A.	Holding Company	No	No	Lisbon, Portugal
16 *	2008	2008	Board member	Pebble Hydro-Consultoria, Investimento e Serviços, Lda	Energy	No	No	Ponta Delgada, Portugal
17 *	2007	2007	Chairman of the Board	NSL - Nicolau Sousa Lima, SGPS., SA	Holding Company	No	No	Ponta Delgada, Portugal
18 *	2007	2007	Chairman of the Board	NSL-Nicolau Sousa Lima-Distribuição, SGPS, SA	Retail	No	No	Ponta Delgada, Portugal
19 *	2007	2007	Chairman of the Board	NSL - Nicolau Sousa Lima - Turismo, SGPS., S.A	Tourism	No	No	Ponta Delgada, Portugal
20 *	2007	2007	Chairman of the Board	NSL-Nicolau Sousa Lima-Comércio, SGPS, SA	Retail	No	No	Ponta Delgada, Portugal
21 *	2007	2007	Chairman of the Board	NSL - Sociedade de Exploração Turística, S.A.	Tourism	No	No	Ponta Delgada, Portugal
22 *	2007	2007	Chairman of the Board	NSL - Promoção Imobiliária I, S.A.	Real Estate	No	No	Ponta Delgada, Portugal
23 *	2007	2007	Chairman of the Board	NSL - Promoção Imobiliária II, S.A.	Real Estate	No	No	Ponta Delgada, Portugal
24 *	2007	2007	Chairman of the Board	NSL - Promoção Imobiliária III, S.A.	Real Estate	No	No	Ponta Delgada, Portugal
25 *	2007	2007	Chairman of the Board	NSL - Agroquímicos, Sociedade Unipessoal, Lda	Fertilizers	No	No	Ponta Delgada, Portugal
26 *	2005	2006	Board member - Executive	HOSPOR - Hospitais Portugueses, S.A	Healthcare Hospitals	No	No	Lisbon, Portugal
27 *	2005	2006	Board member - Executive	Ropsoh - Hospitais Portugueses, S.A.	Healthcare Hospitals	No	No	Lisbon, Portugal

* - Interim positions

CURRICULUM VITAE

1. PERSONAL DATA

Name: Pedro Simões de Almeida Bissaia Barreto

Date of Birth: 3 March 1966

2. EDUCATIONAL QUALIFICATIONS

Jun-Aug 2001 Stanford Executive Programme

1984 / 1989 Degree in Business Management from Universidade Católica Portuguesa

3. PROFESSIONAL EXPERIENCE

Nov 24 / ... : Boarf of Directors of Grupo Impresa

- Non-Executive Vice-Chairman

Apr 2013 / Feb 2024: Board of Directors of BCI Mozambique

- Non-Executive Vice-Chairman of Banco Comercial e Investimentos, Mozambique's market leader

Apr 2004 / Feb 2024: Executive Committee of the Board of Directors of Banco BPI

Apr 2017 / Feb 2024

- Executive Board Member of Corporate Banking, Institutional Banking and Private Banking
- President of the COTEC-BPI SME Innovation Jury, which is highly patronised by the President Republic
- President of the Jury for the National Agriculture Prize, which has the High Patronage of the Government
- President of the Jury for the National Tourism Prize, which is highly sponsored by the Government
- Member of COTEC's General Council

Apr 2011 / Apr 2017

- Executive Board Member of Central Services areas: IT, Operations, Organisation, Quality, Procurement, Real Estate, Human Resources, Marketing and Public Relations
- Non-executive member of the SIBS Board of Directors (2014-2017)
- Non-executive member of the Board of Directors of Unicre (2014-2017)
- Non-executive member of the Board of Directors of Allianz Portugal (2016-2017)

Apr 2004 / Apr 2011

- Executive Board Member of Individuals, Entrepreneur and Small Businesses Banking

Oct 1995 / Apr 2004: Banco BPI

- Held various responsibilities in the Individuals Marketing Department, having been appointed head of that unit in November 1998.

Oct 1988 / Sep 1995: Banco Português de Investimento

- Held various responsibilities as an analyst in the Investment Banking area, particularly in the Corporate Finance, Private Banking and Marketing Divisions.

Mar 1984 / Sep 1988: Soporcel - Sociedade Portuguesa de Celulose

- Analyst and programmer in the IT department

Does not hold shares representing the share capital of Semapa – Sociedade de Investimento e Gestão, SGPS, S.A.

May 2025

IDENTIFICATION:

Name: Carlos Filipe Pires de Gouveia Correia de Lacerda

Place of Birth: Lisbon, Portugal

Date of Birth: 1 September 1961

Marital status: Married

EDUCATION:

Degree in Mechanic Engineering from Instituto Superior Técnico

Management – ISCTE

Senior Management Program – AESE/IESE

Marketing – Kellogg School of Management, Northwest University (Chicago, USA)

Languages: Portuguese, Spanish, English, French e basic Italian.

PROFESSIONAL ACTIVITY

2023 – Present date – SAP - Senior Vice President & General Manager at SAP for Southern Europe (Spain, Portugal, Turkey, Israel, Greece, Cyprus and Malta)

2018-2022 – SAP – Regional Vice President for Southern Europe, Middle East and Africa, responsible for the Cloud ERP business segment, Business Technology Platform, 3rd parties, OEM and Office of the CFO.

2018-2021 – Non-Executive Director of ANA - Aeroportos de Portugal.

2017-2018 –Executive Chairman of ANA - Aeroportos de Portugal and Chairman of the Board of Directors of Portway

2015- 2017 – SAP – General Manager of SAP Portugal

2012-2015 – Microsoft – General Manager of Microsoft Malaysia and member of the Senior Management team of Microsoft Asia Pacific. Non-Executive Director of Malaysian Global Innovation & Creativity Center, Non-Executive Director of American Malaysian Chamber of Commerce

2009-2012 – Executive Chairman of Farminveste SGPS, SA, Non-Executive Director of Glintt Global and HMR – Health Market Research

1992-2009 – Microsoft – Several Executive roles in Europe, including Business & Marketing Officer in Portugal and Italy, Chief Marketing Officer for Italy, Spain and Portugal and Leader of the business segment Information Worker for the Western Europe.

Does not hold shares representing the share capital of Semapa – Sociedade de Investimento e Gestão, SGPS, S.A.

May 2025