

ANNUAL GENERAL MEETING

PHAROL, SGPS S.A.

22 March 2024

PROPOSAL OF SHAREHOLDERS

ITEM 8 OF THE AGENDA

(To resolve on the election of the members of the corporate bodies for the three-year period 2024-2026)

Considering:

- The end of the mandate of the Company's current Governing Bodies, corresponding to the three-year period 2021/2023 and the legal and recommendatory provisions on corporate governance applicable to PHAROL, SGPS S.A.;
- The purpose of presenting a new composition for each of them that includes members with a diversity of skills, knowledge and experiences and with a profile guided by integrity, availability and commitment to the Society;
- The objective of corporate bodies that strive for a balanced, equitable and diverse composition;

It is proposed that the General Assembly decides to approve the election of the following members of the Company's Governing Bodies for a new term corresponding to the three-year period 2024-2026:

Board of the General Meeting

Chairman: Tito Arantes Fontes

Secretary: Maria de Lourdes Vasconcelos Pimentel da Cunha Trigos

Board of Directors

Chairman: Luís Maria Viana Palha da Silva

Directors: Diogo Filipe Gil Castanheira Pereira

Rafaela Andrade Reis Figueira

Fiscal Council

Chairman: José Eduardo Fragoso Tavares de Bettencourt

Members:

Isabel Maria Beja Gonçalves Novo

João Manuel Pisco de Castro

Alternate Member: Francisco José Porfírio Vieira

The *curricula vitae* of each of the abovementioned persons is attached to the present proposal, including the information required pursuant to article 289, paragraph 1, sub-paragraph d of the Portuguese Companies Code.

Lisbon, 22 February 2024

The Shareholders,

PHAROL, SGPS S.A

Annex to the Proposal of Item 8 to the Agenda

**Information required pursuant to article 289,
paragraph 1, sub paragraph d) of the
Portuguese Companies Code**

Board of the Shareholders General Meeting



Tito Arantes Fontes

Date of birth: 09/08/1957

Portuguese nationality

Profession: Lawyer

Professional activity

Tito Arantes Fontes is primarily dedicated to the areas of Corporate, Litigation, Arbitration, International Arbitration, Mediation and Criminal, carrying out his activity in Lisbon.

Education and University Experience

- Degree in Law, University of Coimbra, 1982.
- Postgraduate degree in Pharmacy and Medicines Law, University of Coimbra, 2002.
- Postgraduate degree in Economic and European Criminal Law, University of Coimbra, 2004.
- Business Management Course, Institute of New Professions, Lisbon, 1979.

Professional experience

- With around 40 years of experience as a lawyer, he was a partner at Uría Menéndez from 2004 until the end of 2022 (previously, between 1994 and 2004, partner at VSCF – Vasconcelos, F. Sá Carneiro, Fontes e Associados), having been responsible for the Litigation Department until the end of 2018, covering all litigious and non-litigious areas, monitoring all types of civil, commercial and criminal cases, in all judicial instances.
- Has extensive and relevant professional experience in more than 1000 procedures before different national and international jurisdictions, such as corporate disputes, including between shareholders, disputes over urban planning and real estate projects, disputes over contracts of multiple sectors and natures, financial disputes (e.g. swaps) and hereditary disputes.
- Monitors proceedings in arbitration courts, either as a party lawyer or as an arbitrator, as well as insolvency proceedings.

- He taught several postgraduate courses in Arbitration at the Faculty of Law of the Universidade Nova de Lisboa and at the Faculty of Law of the University of Lisbon (Classic).
- Published several legal articles, particularly on arbitration topics.
- Held conferences in Lisbon, Porto, Coimbra, Madrid, Barcelona, Buenos Aires, Mexico City, Panama City and Lima, having participated in other events in Paris, Rome and London.

Experience as an Arbitrator or Mediator

- To date, he has intervened as an arbitrator or lawyer in numerous arbitrations before various Arbitration Courts, such as the ICC – International Chamber of Commerce, the Commercial Arbitration Center of the Lisbon Commercial Association, the Concordia Arbitration Center – Conciliation Center, Conflict Mediation and Arbitration, as well as multiple ad-hoc arbitrations.
- Represents national and foreign companies in Portuguese and international courts and arbitrations, participating in the negotiation, drafting and execution of multifaceted and complex agreements, often as a final corollary of years of contentious activity.
- Is part of the List of Arbitrators of the Commercial Arbitration Center of the Portuguese Chamber of Commerce and Industry and Concórdia – Center for Conciliation, Conflict Mediation and Arbitration.
- Worked in mediation processes involving relevant national and Iberian companies.

Positions, professional associations

- Founding member of APA – Portuguese Arbitration Association.
- Founding partner and President of the Board of Directors of the Litigation Lawyers Circle.
- Member of ICC – International Chamber of Commerce - Delegation of Portugal.
- Member of Concordia – Center for Conciliation and Conflict Mediation.
- Member of the CEA - Club Español del Arbitraje.
- Was a member of the Board of Directors of the Commercial Arbitration Center of the Portuguese Chamber of Commerce and Industry (ACL) until 2022.
- He was President of the Concordia Arbitration Center – Conciliation Center, Conflict Mediation until 2019.
- He was President of the Portuguese Chapter of the CEA - Club Español del Arbitraje, until 2018.

- He is President of the Supervisory Board of OPCR – Portuguese Compliance and Regulatory Observatory.

Additional information

In addition to his activity as a lawyer, Tito Arantes Fontes was also a jurist at Caixa Geral de Depósitos, from 1983 to 1987 and from 1991 to 1992, legal advisor to Government Offices, from 1987 to 1991, and general secretary of the Union of Traders of Lisbon, from 1992 to 1993.

He was or still is:

- Chairman of the Board of the General Assembly of several companies and several Portuguese sports federations (Rugby, Basketball and Equestrian).
- Member of the Supervisory Board of Grémio Literário.
- Member of the A.C.P. Board of Directors. – Automobile Club de Portugal.
- Member of the Board of Directors of Fundação Medeiros e Almeida.
- President of the STROMP Group – SCP (2018 to 2023), having previously been a member of the SCP Supervisory Board for six years (2006 - 2011).

Professional languages

Portuguese, Spanish and English

Lisbon, February 2024

Does not hold shares of PHAROL, SGPS S.A.

Maria de Lourdes Vasconcelos Pimentel da Cunha Trigos

Born in 4th April 1951.

Solicitor course often with traineeship and diploma issued by the Chamber of Solicitors Southern Regional Council, 1974;

Graduated with a degree in History of Art of the University of Lisbon, variant of art history

Secretary of the Board of the General Assembly of PHAROL, SGPS S.A.;

Alternate Company Secretary of PHAROL, SGPS S.A.;

Secretary of the Board of the Shareholders' Meeting of Previsão - Sociedade Gestora de Fundos de Pensões S.A.;

Secretary of the Board of the Shareholders' Meeting of Apor S.A.;

Secretary of the Board of the Shareholders' Meeting of PT Blueclip, Serviços de Gestão, S.A.;

Secretary of the Board of the Shareholders' Meeting of PT Compras – Serviços de Consultoria e Negociação, S.A.;

Secretary of the Board of the Shareholders' Meeting of PT Centro Corporativo SGPS S.A.;

Company Secretary of PT, Centro Corporativo S.A.;

Alternate Company Secretary of Portugal Telecom, SGPS S.A.;

Alternate Company Secretary of PT Imobiliária, S.A.;

Alternate Company Secretary of PT, Centro Corporativo S.A.;

Alternate Company Secretary of PT Portugal, SGPS S.A.;

Alternate Company Secretary of PT Rede Fixa, SGPS S.A.;

Alternate Company Secretary of da PT PRO, S.A.;

Solicitor in the General Secretary department of Portugal Telecom, SGPS S.A., and responsible for the analysis and verification of the documents and procedures concerning to the General Meetings of PT, SGPS S.A.;

Responsible, as solicitor, for legal documents of the Portugal Telecom Group;

Responsible for Solicitors' area in the Legal Department of PT Comunicações S.A.;

Solicitor in the Human Resources Department of Portugal Telecom S.A. (Recruitment and Special Projects);

Responsible for the area of occasional transfer contracts in the Human resources of Portugal Telecom S.A.;

Solicitor in the Litigation and Notaries Department of TLP (Telefones de Lisboa e Porto) S.A. and, after the merger of the Companies TLP and CTT, in the Litigation and Notaries of the Business Area of Lisbon Department;

Head of the Office of forensic support of the Legal Department of TLP, S.A.;

Head of Office of the Litigation Department of TLP, S.A.;

Solicitor in the Legal Department of TLP, S.A.;

Secretary of the Board of the Solicitors National Association Meeting;

Worked as an independent solicitor at a Solicitors and Lawyers Office

**Other activities in the Companies TLP (Telefones de Lisboa e Porto)
and PT (Portugal Telecom).**

Member of the working group for the review of procedures of the public telephone service in TLP, S.A.;

Member of the working group of TLP, S.A. for revising the charges, the contracts, the litigation, warranties for the customers, default interests, simplification of procedures and customer care in the telephone service;

Responsible in the Company TLP for providing the answers to the claims sent by the costumers to the Consumers's Ombudsman;

Member of working group for new procedures in recruitment and contracts with *Mercer Management Consulting* in the Human Resources Department;

Member of the working group of legal audit for industrial and intellectual property rights and domain names of PT Group in collaboration with the Law Firm Rui Pena, Arnaut & Associados.

Does not hold shares of PHAROL, SGPS S.A.

Board of Directors

Luís Maria Viana Palha da Silva

Date of Birth

18th February 1956

Education

He completed a degree in Economics from the Instituto Superior de Economia of the Technical University of Lisbon in 1978 and a degree in Business Management from the Portuguese Catholic University, Lisbon, in 1981.

Professional Experience

In 1981 he began his professional career at Quimigal, in the areas of Metal Marketing and Chemical Supplies. After a stint in the companies of the Leon Lévy Group, as deputy of the Managing Director and with responsibilities in the financial areas, he joined COVINA, Companhia Vidreira Nacional, where he held the functions of Member of the Board, also in the financial area. He assumed the position of Member of the Board of IPE- Investimentos e Participações do Estado in 1991 and held the position of Secretary of State for Commerce in the XII Constitutional Government, between 1992 and 1995. In the last year, he began to perform functions at Cimpor-Cimentos de Portugal, having actively participated, as Director of Strategic Planning and Chief Financial Officer, in the last phases of privatization of the company and in the process of internationalization of its activity, following the different operations of acquisition of cement companies in Brazil, Egypt, Tunisia, among others, and being responsible for Investor Relations. In 2001, he began to serve as CFO of Jerónimo Martins, a position that would accumulate with the CEO from 2004 until 2010. In these years, he directed and collaborated in the financial restructuring process and the refocus of the group's business in Poland and food retail. He also maintained, during these years at Jerónimo Martins, the responsibilities of Investor Relations. In 2012, he assumed the position of Executive Vice President of Galp, with the responsibility of the refining and retail areas (downstream). In 2015, he became chairman of PHAROL's Board of Directors, accumulating these functions, initially with those of Chief Executive Officer and, from 2017, with those of Managing Director. In addition, he also assumes Management functions in the subsidiary of PHAROL in Brazil, the telecommunications company Oi with interruption in 2018-2020. From January 2021 until December 2022, he has resumed functions as non-executive member of the Board of Directors of Oi, S.A.. In 2019, he is elected Chairman of the Board of the Edp General Assembly position that accumulates, by inderence, with that of member of the General and Supervisory Board of the same company. Since 2018, he has been a non-executive member of the Board of Directors of Nutrinveste, a leading company in several food businesses in Portugal.

He served as President of AEM - Association of Issuers of Portugal, President of Apetro - Association of Portuguese Oil Companies and EPIS- Entrepreneurs for Social Inclusion, a non-governmental organization of social and educational support to young people. He attended several training courses, namely at the Wharton School of Economics at the University of Pennsylvania (AMP).

Awarded, in Portugal, with the Grand Cross of the Order of Merit (2015).

Owner of 200.000 shares of PHAROL, SGPS S.A.

Diogo Filipe Gil Castanheira Pereira

Date of Birth

20th January 1988

Education

Law Degree at Lisbon University of Law (June/2009)

Master's in civil law at Lisbon University of Law (January/2011)

Other qualifications

Arbitration Extension Course at Nova University of Law (January/2011)

Postgraduate in Civil Law at Portuguese Catholic University Law School (February/2011)

Advance Certificate in English at Cambridge University (2006)

Professional Experience

Managing Director at Reviva Portugal (December 2022 – Present)

Partner at CMS Portugal (January/2021 – May/2022)

Associate at CMS Portugal (November/2010 – December/2020)

Lecturer at Lisbon University of Law (September/2011 – June 2021)

Guest speaker/lecturer in various graduations/extension courses in Law (September/2011 – Present)

Publications

Interesse Processual na Ação Declarativa, Coimbra Editora, 2010

Several articles in different Law subjects (2011 – 2021)

Collaboration with different authors in several Law publications (2011 – Present)

Professional associations

Portuguese Bar Association (January/2013)

Does not hold shares of PHAROL, SGPS S.A.

RAFAELA ANDRADE

ABOUT ME

Former investment banker, private equity investor and startup operator turned experienced venture capitalist with +15 years experience in several industries across Latin America and Europe.

EXPERIENCE

- 2023 Investment Director to Today Mundi Ventures**, a global venture capital firm that invests in early and growth stage technology companies with EUR 500M AuM.
- Board member of Sami, Convelio, AKKO, Ole Life, Raincoat
 - Member of the investment committee and head of the Americas investment team
- 2018 Managing Partner to Today Figueira Ventures**, an investment vehicle focused on alternative assets allocation including early stage startups in LATAM and Europe and LP positions into VC funds.
- Select portfolio companies include: BizCapital, Fazenda Futuro, Sooper, Lemon Energy, Lovys, TutorMundi, aMORA, Roddo.
 - LP investment into Prudence Fund III and a16z Crypto Fund IV.
- 2020 Partner, CFO & COO to 2022 CASAFARI**, a B2B SaaS for real estate and an Asset Manager for SFR investments.
- Developed Real Estate products including an Asset Management platform to enable institutional investments into single-family rental.
 - Led operations expansion into 5 European countries and Company's fundraising from Seed to a \$20 million Series A in 2021 and a \$5 million Series A extension in 2022.
- 2020 Co-Founder, Finance and Operations Alicerce Educação**, a social impact education startup invested by Canary and Valor Capital
- Led fundraising and venture debt structuring.
 - Responsible for pricing, sales strategy and B2B business model.
 - Recruited and managed +20 people for Corporate Finance and Sales functions.
- 2017 CFO to 2020 QuintoAndar**, a proptech & fintech LATAM unicorn currently valued at \$5.1 billion.
- Developed an in house rental insurance product delivering a 9x growth in gross margin, 85% client retention rate and a 75 NPS.
 - Structured a residential REIT product, negotiating key operating terms and designing Opco/Assetco structure.
 - Led IR and fundraising efforts including a \$64 million Series C in 2018 and \$250 million Series D in 2019.
 - Built and managed team of +80 people in Corporate Finance, Credit Risk, Finance Ops, Legal and Business Development functions while the company grew 350% YoY.
- 2016 Vice President, LATAM Investment Team to 2017 Cubico Sustainable Investments**, a \$2 Billion renewable energy PE fund of PSP and OTTP.
- Deployed over \$350mm in equity in controlling stakes into Solar and Wind projects throughout Latin America.

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- 2014 to 2016** **Senior Associate, Investment Banking division
Goldman Sachs**
- Led and executed domestic and cross-border M&A transactions for clients in the Retail, Consumer, Energy, Education and Infrastructure sectors;
 - Advised China Three Gorges (CTG) on the acquisition of 308MW hydro power plants from Triunfo in a transaction of R\$ 1.7bn.
 - Led CSN's merger negotiation of its mining, port and railroad assets with Itochu Corporation in a USD 16bn all-stock transaction.
 - Advised Saraiva Educação on the sale of its publishing business to Abril Educação in an all-cash transaction of R\$725 million.
- 2010 to 2012** **Trade Finance Associate, Corporate Banking
Citigroup**
- Managed team of 9 sales analysts responsible for a total receivables portfolio of USD 315 million of trade finance products for Large Corporate clients.
 - Coordinated with credit risk committee and legal departments for product implementation and onboarding of each client.
- 2007 to 2010** **Operations Security Manager
GOL Airlines**
- Managed operations expansion to five European countries and led contract negotiations with service providers and local aviation authorities.
 - Managed a team of 108 professionals in 18 cities after the merge with VARIG Airlines.
- 2004 to 2007** **Aviation Safety Officer
Brazilian Air Force**
- Anti-terrorism specialist and hostage negotiator with certifications from the European Commission and the FAA/USA.
 - Appointed as Brazilian delegate to the Aviation Industry Best Practices Research group in the United Nations.

EDUCATION

- 2014** **The Wharton School & The Lauder Institute, University of Pennsylvania**
Full time dual degree program
- MBA, Major in Finance and Strategy
 - MA, Major in International Management and Emerging Markets
- 2010** **Fundação Getúlio Vargas**
- Post Graduate Diploma in Business Administration
- 2008** **Universidade Veiga de Almeida**
- BA, Major in Education Management

ADDITIONAL INFORMATION

- **Languages:** fluent in Portuguese, English and Spanish
- **Interests:** passionate about traveling (visited 39 countries), beach tennis, and wine
- **Volunteering:** board member and mentor of Wharton Alumni Angels club, mentor and coach at Goldman Sachs 10,000 Women Program; mentor at Junior Achievement NGO
- **Personal:** mother of 2 boys, Portuguese and Brazilian citizenships

Does not hold shares of PHAROL, SGPS S.A.

Fiscal Council

José Eduardo Fragoso Tavares de Bettencourt

Date of Birth

24th october 1960

Education

Catholic Lisbon School of Business & Economics, Portugal

Graduate Studies in European Economy (1 discipline left behind due to military service) – 1983/1984

Nova, School of Business & Economics, Portugal – Degree in Economics – 1978/1983

Professional Experience

April 2022	Chairman of the Fiscal Council of Santander Gestão de Ativos e Pensões
April 2021	Chairman of the Fiscal Council elected for the years 2021-2023
May 2017/Dec. 2020	<p>Board Member of Novo Banco – Chief Operating Officer and Head of the Credit Department;</p> <p>Deliver NB Group cost targets by category – staff, G&A expenses and depreciation (est-2020: Operating Costs €426M; Staff €246M; G&A €146M; depreciation €34M);</p> <p>Deliver and execution of the IT strategic plan including “run the bank” and “change the bank”, namely Digital enablers, data-lake, payments hub, Mifid 3 and new default definition;</p> <p>Reshape operations to realise cost initiatives and efficiencies, namely automation and robotics and non-core outsourcing. Meeting all the pre-defined SLA's;</p> <p>Implement the new operating model under the COVID-19 new environment, while maintaining operational and IT usability and security;</p> <p>Lead the Credit Committee (Conselho Financeiro de Crédito);</p> <p>Lead the Procurement and Costs Committee;</p> <p>Member of the following Committees: Costs (Responsible); Credit (responsible); Compliance; Financial Control; Product; Risk; Digital Transformation; Impairment; Management Information; Operational Risk;</p> <p>And Steering: DMIF2; Data Quality; New Distribution Model; Cyber Security; Data-Protection; PSD2/Payments; Law 83/anti-money laundering and terrorist prevention.</p>
2013/2014	<p>Sabatic Period after retirement from the Santander Group;</p> <p>Golden Assets Commercial Director;</p> <p>Independent asset management boutique targeting Multifamily Offices Providing;</p> <p>Independent Financial Advisor</p>
2012/2013	<p>Santander Asset Management Portugal;</p> <p>President of the Board Santander Asset Management SGPS S.A.;</p> <p>President of the Board Santander Pensões – Sociedade Gestora de Fundos de Pensões (Pension Funds);</p> <p>Assets under management 7 billion euros;</p> <p>Reporting to the Group’s Asset Management Business managed by Juan Alcaraz part of the global Santander Asset Management, Insurance and Private Banking Division runned by Javier Marin;</p> <p>President of the Board Santander Asset Management - Sociedade Gestora de Fundos de Investimento Mobiliário, SA.</p>
2009/2011	<p>President of Sporting Club de Portugal (pure passion);</p> <p>Elected by the club members with 90% of votes in July 2009;</p>

	President of the Board of Sporting Club de Portugal Football Company.
2006/2009	Board Member in Santander Totta SGPS and Banco Santander Totta responsible for the retail network- 600 branches- and for the premium, private and middle market business segments, reporting to the President Nuno Amado; Elected member of the TOP 200 Santander Group; ROE 24%; €737MM Pre-Tax Income; 1.0 b operating income; 1.8 MM clients; Ratio past-due>90d loans 0,5%; Cost to income 41,8%; €33b worth of assets.
2004/2006	Board Member of Banco Santander Totta responsible for Human Resources (6.000 staff and €285MM budget) and deputy of the President Antonio Horta Osorio; Responsible for the PMO of the group ´s new operating system -Parthenon implementation and the Tagus project allowing the bank to improve its leading position in cost efficiency.
2001/2004	Board Member of Sporting Club Portugal Football Company; Leading the Youth Academy project, one of the most reputed in the World; Winner of the Portuguese League 2001/2002(the last league title won by the club) Super cup and Cup winner.
1998/2001	Chief of staff of Banco Santander Totta's, President António Horta Osorio; Board Member of Crédito Predial Português (non-executive); Board Member of Banco Santander Portugal; Board Member of Santander Leasing Company.
1997/1998	Board Member of Banco Santander de Negócios SA., Head of Private Banking.
1993/1997	Board Member of Banco de Comércio e Indústria, Retail and Middle Market; Hired by Santander after its first acquisition in Portugal.
1992	Director of Banco Mello, Head of Assurfinance Business. Opening the first assurfinance branches with Império Insurance Company.
1991	Director of Barclays Bank PLC., Head of Retail Business; Opening the first sixty branches in Portugal.
1985/1991	Vice-President of Citibank Portugal SA., Head of World Corporate Banking Group reporting to Don Van Wart Division Group Head; Before, Credit analyst, also responsible for the target market Sectorial Risk Assets Acceptances Criteria and Central Liability Control, including the bank's exposure limits to the Republic of Portugal.

Professional Accreditation

2020	FATCA and CRS - 03.2020 (on an e-learning basis).
2019	Training on the Prevention of Money Laundering and Terrorist Financing - 11.2019 (on an e-learning basis).
2019	Information Security - 20.2019 (on an e-learning basis).
2019	Technical Seminar "New Trends in Digital - Impact, Challenges and Opportunities for Banking" - 06.2019.
2018	Technical Seminar "Emotional Intelligence" - 11.2018.
2018	Business Continuity - 20.2018 (on an e-learning basis).

2018	General Data Protection Regulation - 05.2018 (on an e-learning basis).
2018	CRS Common Reporting Standard - 01.2018 (on an e-learning basis); Training on the Prevention of Money Laundering and Terrorist Financing - 12.2017 (on an e-learning basis).
2017	Induction Program NOVO BANCO: Organizational Structure - business areas, roles and responsibilities of the business units, reporting lines and committees; Regulatory Framework and Legal Requirements; Strategic Planning and Budget Execution; Financial Markets; Risk Management; Governance, regulation, guidelines and methodologies of the internal control system and internal control department role / Assessment of the internal control system's effectiveness and adequacy – the internal audit function; Financial Statements; Compliance - code of conduct and conflict of interests' policies, compliance policies, internal controls, regulation and supervision;
2017	Nova School of Business and Economics – Executive Education - Advance Executive Program NOVO BANCO, First Edition – Banking Business.
2016	Health and Safety at Work (on an e-learning basis).
2015	Certification of the GNB Code of Conduct (on an e-learning basis).
2009	Liderando el Crecimiento de Grupo (Santander) Módulo 3.
2008	Liderando el Crecimiento de Grupo (Santander) Módulo 2.
2007	Liderando el Crecimiento de Grupo (Santander) Módulo 3.
2005	Insead Senior Management Workshop.
1997	Bank Insurance Seminar EFMA (Bruxelas); Mercados Financeiros e Gestão de Carteiras (Santander Banca Privada Interna Bill Wates/David Zenoff.
1996	Internacional Private Banking (Cádiz);
1995	Kotler on Marketing (Londres);
1991	Citicorp Corporate Finance;
1991	Capital Markets (Citibank);
1990	World Corporate Conference (Citibank New York);
1989	Bourse Game (Citibank Jersey) – 1989;
1988	Interest Rate and Foreign Exchange Management (Citibank Londres) -1988;

1987 Credit and Risk Management (Citibank Londres) – 1987;
1986 Treasury Skills (Citibank Londres) – 1986.

Does not hold shares of PHAROL, SGPS S.A.

Isabel Maria Beja Gonçalves Novo

Date of Birth

1st april 1967

Education

Graduated in Business Management at Instituto Superior de Ciências do Trabalho e da Empresa, she completed a postgraduate degree in Finance (European Business Certificate) at South Bank University, in London, and attended the International Management Programme at INSEAD, in Fontainebleau, France. She also attended the Executive Management programmes (i) Managing for Success, in Belgium (promoted by BNP Paribas) and (ii) Leadership for Growth, in France (promoted by Fortis Bank).

Professional Experience

She began her professional career as a credit analyst at Générale Bank – Sucursal em Portugal, between 1991 and 1993, the year she was appointed alternate Head of Credits at the same institution, a position she held until 1995.

Between 1995 and 2010 she served as Head of Credits at Fortis Bank – Sucursal em Portugal, having been responsible for the coordination of the entire credit process and monitoring of the credit portfolio, including loan agreements and respective collaterals, as well as for the management of non-performing loans. In this period, she was a legal representative of the Branch near Banco de Portugal, member of the Steering Committee and member of the Credit Committee, with a delegated credit authority of up to € 10 million.

Between 2010 and 2012, she was the Head of Credits at BNP Paribas Fortis – Sucursal em Portugal, responsible for managing the credit analyst teams of both Fortis Bank – Sucursal em Portugal and BNP Paribas Fortis – Sucursal em Portugal. She was responsible for the restructuring of the Credit Departments of the two banks, promoting the integration of the respective teams and leading the harmonization of the credit process of the two institutions. In this period, she was a legal representative of the Branch near Banco de Portugal.

Between 2013 and 2017 she was Vice-Chairwoman at the Portuguese Triathlon Federation.

Since 2013, she provides financial and business consulting and advisory services, with participation in several projects from different geographies (with an emphasis on Mozambique, Portugal, Angola and Cape Vert) and industries (banking, telecommunications, industry, education and tourism, amongst others).

Member of the Supervisory Board of Touro Capital Partners – SCR, S.A., from March 2021 to March 2022.

Member of the Supervisory Board of BEST, Banco Electrónico de Serviço Total, S.A. from December 2016 to November 2021.

Positions Currently held

Member of the Supervisory Board of ActivoBank, S.A., since December 2021

Member of the Supervisory Board of Interfundos – Sociedade Gestora de Organismos de Investimento Coletivo, S.A., since November 2021

Member of the Supervisory Board of Touro Capital Partners – SCR, S.A., since March 2021

Member of the Supervisory Board of PHAROL SGPS, S.A., since May 2015

Does not hold shares of PHAROL, SGPS S.A.

João Manuel Pisco de Castro

Date of Birth

22nd september 1954

Education

Graduated in Electrotechnical Engineering, Telecommunications and Electronics track from Instituto Superior Técnico (1983) | MBA from Faculdade de Economia, Universidade de Lisboa (1990)


Professional Experience

Director of Grupo Visabeira, SGPS S.A.
Director of Constructel Visabeira, S.A.
Director of Real Life – Tecnologias de Informação, S.A.
Director of Birla – Visabeira LTD
Member of the Supervisory Board of PHAROL, SGPS S.A.

Chairman of Vista Alegre USA to 2017
Director of Constructel (Rússia) to 2017
President of MOB – Indústria de Mobiliário, S.A. to 2017
President of Faianças da Capoa – Indústria de Cerâmica, S.A. to 2017
President of Pinewells, S.A. to 2017
President of Visagreen, S.A. to 2017
Director of Visacasa, S.A. to 2017
Director of Constructel (Belgium) to 2017
Director of Constructel Sweden AB to 2017
Director of Constructel (UK) até 2017
Director of Constructel GmbH to 2017
Director of Constructel (France) to 2017
President of Instituto de Gestão Financeira e de Infra-Estruturas da Justiça, I.P. from 2007 to 2009
Member of the Board of Directors of Grupo Visabeira SGPS S.A. from 2002 to 2007
Member of the Board of Director of Visabeira Telecomunicações e Construção, SGPS S.A. from 2002 to 2006
Director of Visabeira Serviços SGPS, S.A. from 2003 to 2005.

Does not hold shares of PHAROL, SGPS S.A.

Curriculum Vitae
Francisco Vieira (*Partner/* Administrador Gesbanha SA)

Identificação	<ul style="list-style-type: none"> Francisco José Porfírio Vieira, 53 anos, NIF 199453276 	
Função	<ul style="list-style-type: none"> Administrador com o cargo de Coordenador dos Centros de Negócio de Contabilidade e de Fiscalidade 	
Overview	<ul style="list-style-type: none"> <i>Partner</i> do Grupo Gesbanha com com 30 anos de experiência de atividade contabilística, financeira e fiscal em projetos e clientes no setor privado, setor empresarial do Estado e outros Organismos Públicos, exercendo igualmente a função de Contabilista Certificado. 	
Qualificações	<ul style="list-style-type: none"> Licenciatura em Contabilidade e Administração Financeira pelo ISCAL Bacharelato em Contabilidade e Administração pelo ISCAL Membro da Ordem dos Contabilistas Certificados nº27264 	
Experiência profissional relevante	<ul style="list-style-type: none"> ACSS, IP - Administração Central do Sistema de Saúde (2018 a 2019) - integrou a equipa responsável pela consolidação de contas do Ministério da Saúde, exercendo as funções de Responsável Técnico do Processo de Consolidação de 2017 e 2018, colaborando no processo de encerramento de contas das 63 entidades do perímetro de consolidação, de acordo com o referencial SNC-AP. IGeFE, I.P. (2021 a 2022) - Coordenação geral da equipa responsável pelo apoio contabilístico, financeiro e administrativo à Direção Financeira do IGeFE, garantindo a realização, entre outras, das seguintes tarefas: <ul style="list-style-type: none"> Análise e Reporting das Contas de Gerência de 2020 e 2021 Análise crítica e atualização da inventariação patrimonial Criação das bases do futuro modelo de contabilidade analítica do Instituto Reporting interno e externo para as entidades competentes (TdC, DGO, DGTF) IHRU, I.P. (2020 a 2022) - Membro da equipa responsável pelo apoio contabilístico, financeiro e administrativo à Direção Financeira do IHRU, garantindo a realização, entre outras, das seguintes tarefas: <ul style="list-style-type: none"> Processamento de faturas, Registo na aplicação informática dos movimentos da Gestão Comercial e Gestão Financeira, Consultoria e ajuda em informação contabilística diversa, Registo de fundo de manuseio, Registo no Sistema de Informação de Gestão Orçamental da Execução Orçamental e das alterações orçamentais, reconciliações bancárias, criação de mapas financeiros, apuramento e registo de movimentos tendo em vista os fechos mensais e anuais, reporte à tutela. Vários Clientes (2004 a 2011) - Coordenação de equipas de trabalho residentes em institutos públicos e acompanhamento das respetivas contabilidades, desenvolvidas segundo o POCP - Plano Oficial de Contabilidade Pública, designadamente: <ul style="list-style-type: none"> InCI - Instituto da Construção e do Imobiliário, I.P. InIR - Instituto de Infra-Estruturas Rodoviárias, I.P. 	

Experiência
profissional
relevante

- **Vários Clientes** - coordenação das equipas operacionais de contabilidade e de produção de informação de gestão das seguintes empresas onde acumula as funções de responsável pela contabilidade e/ou de Contabilista Certificado:
 - Sociedade Portuguesa de Empreendimentos, SPE, S.A. de janeiro de 2000 a 2019
 - IBM Global Services Redes de Ordenadores e Serviço (sucursal) de maio de 1999 até ao presente.
 - Johnson Controls Portugal - Serviços e Equipamento, Lda. desde março de 2003.
 - Associação Academia de Música de Santa Cecília de agosto de 1995 até ao presente.
 - Lego Sociedade para o Comércio de Brinquedos, Lda. de janeiro de 2001 até ao presente.
 - Sociedade Geral de projetos Imobiliários e Serviços SGPS S.A. de fevereiro de 2002 até ao presente.
- **Vários Clientes** - elaboração de Demonstrações Financeiras Consolidadas dos Grupos:
 - Sociedade Portuguesa de Empreendimentos, S.P.E., S.A.
 - IPECAPITAL- Sociedade de Capital e Risco, S.A.
 - Enatur - Empresa Nacional de Turismo, SA
 - Interpublic SGPS, Lda
 - ACSS, IP - Administração Central do Sistema de Saúde
- **Vários Clientes** - implementação e acompanhamento de sistemas de contabilidade geral, analítica e orçamental em empresas das áreas: indústria, serviços, turismo, saúde e financeira:
 - SODIA - Sociedade de Desenvolvimento da Indústria Automóvel, S.A. (Ex-Renault-Setúbal)
 - Associação Academia de Música de Santa Cecília
 - ENATUR - Pousadas de Portugal SA
 - Hospital de Santa Maria
 - Instituto Médio de Implantologia e Reabilitação Oral, Lda.
 - Banco EuroBic, ex-Banco BIC Português, SA.
- Experiência acumulada em clientes multinacionais, grupos económico portugueses, pequenas e médias empresas, que requerem reporting regular às respetivas sedes ou holdings, ao Banco de Portugal, ao Instituto de Seguros de Portugal e à CMVM.
- Experiência e competências adquiridas ao nível da aplicação das normas contabilísticas de acordo com o POC e com os planos de contas sectoriais, nomeadamente SINC-AP, POC-P, POC-MS, POCAL, POC-E e PCSB, NIC, bem como a aplicação das normas internacionais como IAS, FASB, IFRS, NIC e US GAAP.