



PHAROL, SGPS S.A.

Annex to the Proposal of Item 1 of the Agenda

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



BOARD OF THE SHAREHOLDERS GENERAL MEETING



Chairman of the Board of the General Meeting

Diogo Campos Barradas de Lacerda Machado

Born 17 May 1961 in Lisbon
Law Degree University of Lisbon 1985
Management Trainee Fima/Lever/Iglo 1986
Legal Consultant Tourism Fund 1986-1988
Advisor to the Government of Macau 1988-1990
Senior Legal Consultant Tourism Fund 1990-1992
Director and Legal Officer at Interfina Group 1992-1995
Lawyer and Partner at Sampaio Caramelo, Fonseca Santos & Lacerda Machado 1995-1999
Member of the Superior Judicial Council electricidade by the Parliament 1997-1999
Chief Legal Officer at Parque Expo 98 in 1999
Secretary of State for Justice in the XIV Constitutional Government 1999-2002
Lawyer off-counsel at J.A. Pinto Ribeiro & Associados 2002-2004
Lawyer off-counsel at Barrocas, Sarmiento & Neves 2004-2005
Non-executive Director at VEM, Brazil, 2005-2007
Member of CADA Commission for Access to State Documents 2006-2012
Member of EDP General and Supervisory Board, 2006-2012
Adviser to the Prime-Minister 2016-2017
Director at Geocapital, Macau, since 2006
Non-executive Director at Moza Banco, Mozambique, 2007-2013
Non-executive Director at Geopactum, Angola, 2007-2009
Non-executive Director at Banco da África Ocidental, Guinea-Bissau, 2008-2012
Non-executive Director at Caixa Económica de Cabo Verde since 2009
Non-executive Director at Insurance Company Impar, Cabo Verde, 2010-2015
Lawyer off-counsel at BAS Law Firm since 2011
Chairman of the Board of Banco da África Ocidental, Guinea-Bissau, since 2012
Director at SaeR, Sociedade de Avaliação Estratégia e Risco, 2013-2016
Non-executive Director at Banco Mais, Mozambique, since 2014
Non-executive Director at TAP, SGPS since 2017
Arbitrator at several Arbitration Proceedings
Mediator at several Mediation Proceedings
Former columnist at an economic affairs magazine and at a daily national newspaper
Conferencist on Law and Judicial Affairs, Conflict Mediation, Economic Cooperation, International Investment and Banking in Portugal, China, Macau and several Portuguese Speaking Countries

Number of shares of PHAROL, SGPS S.A. held:

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



Secretary

LUÍS MANUEL DA COSTA DE SOUSA DE MACEDO

Born in Lisbon on 13th February 1949, married and father of two daughters.

Graduated by the Law School of Universidade de Lisboa. Graduated by the Instituto de Estudos Superiores de la Empresa (IESE). Lawyer for several years.

Legal Advisor of CIP—Confederation of Portuguese Industry and several other companies and employers' associations from 1974 until 1982.

Management Consultant, Manager of Human Resources from 1982 until 1988.

General Secretary and Manager of Central International Corporate Department of Marconi from 1988 until 1992.

Chief of Staff of Minister of the "Quality of Life" from 1981 until 1982;

Secretary of State of Portuguese Communities from 1992 until 1995;

After leaving the Government he returned to Marconi as Director Assistant Senior Manager of the Board of Directors of Marconi and responsible for the Company's Communication Office from 1995 until 1999;

Manager of Image and Communication Department of Portugal Telecom group from 1999 until 2003;

In 2002 he was appointed General Secretary of Portugal Telecom Group

In 2002 he is appointed General Secretary of the Portugal Telecom Group and Secretary of the Company position he held until 2015.

Currently it is:

- General Secretary and Company Secretary of PHAROL, SGPS S.A.;
- Chairman of the Board of the Shareholders' General Meeting of Chambers of Commerce Portugal Angola;
- Member of the Board of Directors of Fundação Portugal África



At Portugal Telecom SGPS, S.A. held the following positions:

- Secretary of the Board of the General Meeting of Portugal Telecom, SGPS S.A.;
- Member of the Board of Directors of PT Centro Corporativo, S.A.;
- Member of the Board of Directors of Portugal Telecom Investimentos Internacionais Consultoria Internacional, S.A.;
- Member of the Board of Directors of PT Ventures, SGPS, S.A.;
- Member of the Board of Directors of Fundação Luso Brasileira;
- Member of the Board of Directors of Fundação Portugal Telecom;
- Member of the Board of Directors of CST-Companhia Santomense de Telecomunicações, SARL;
- Chairman of the Board of the General Meeting of Cabo Verde Telecom.

Member of several Cultural Institutions, Associations and Clubs in Portugal and abroad, highlighting:

- Member of the Club of "Amigos de Língua e Culturas Portuguesas do Oriente" (Macau);
- Partner of "Academia Lusíada de Ciências, Letras e Artes" (S. Paulo – Brasil);
- Honorary member of "Associação Portuguesa de Casa Antigas".
- Partner of "Sociedade de Geografia".

It has also been linked to the following institutions:

- Member of the Board of Directors of Banco Espírito Santo do Oriente from 1996 until 2005;
- Member of the Board of Directors of AMSCO—African Management Services Company from 1996 until 2005;
- Chairman of the Board of Directors of ELO (Associação Portuguesa para o Desenvolvimento Económico e a Cooperação) from 1996 to 2004;
- Member of the Board and Executive Council of the Chambers of Commerce and Industry Portugal-Angola – 1996 -2005;
- Legal Advisor of CIP—Confederation of Portuguese Industry.

Awarded various commendations

Number of shares of PHAROL, SGPS S.A. held:

Owner of 575 shares of PHAROL, SGPS S.A.



BOARD OF DIRECTORS



Luís Maria Viana Palha da Silva

Educational background and professional training

2005 AMP – University of Pennsylvania - Wharton School of Economics
1981 Degree in Business Management from Universidade Católica Portuguesa, Lisbon
1978 Degree in Economics from Instituto Superior de Economia, Lisbon

Professional activity in the past five years

Chairman of the Board of Directors and Managing Director of PHAROL, SGPS S.A.
Member of the Board of Directors of Oi, S.A.
Director of Bratel B.V.
Director of Bratel S.à.r.l.
Chairman of the Fiscal Council Seguradoras Unidas
Chairman of the Board of the General Meeting of Gesbanha – Gestão e Contabilidade, S.A.
Vice Chairman of the Board of Directors da Galp Energia, SGPS, S.A.
Member of the Board of Directors of Petróleos de Portugal – Petrogal, S.A.
Member of the Board of Directors of Galp Exploração e Produção Petrolífera, S.A.
Member of the Board of Directors of GDP – Gás de Portugal, SGPS, S.A. (redenominated Galp Gas & Power, SGPS, S.A. in february 12, 2015)
Member of the Board of Directors of Galp Gás Natural Distribuição, S.A.
Member of the Board of Directors of Galp Energia, S.A.
Member of the Board of Directors of Galp Energia España, S.A.
Member of the Board of Directors of Galp Energia E&P B.V.
Member of the Board of Directors of Galp Exploração e Produção (Timor-Leste), S.A.
Chairman of the Board of Directors of Galp Marketing International, S.A.
Chairman of the Management Board of Petrogal Angola, Lda.
Chairman of the Management Board of Petrogal Guiné-Bissau, Lda.
Chairman of the Management Board of Petrogal Moçambique, Lda.
Chairman of the Executive board of Galp Moçambique, Lda.
Chairman of the Board of Directors of Galp Gambia, Limited
Chairman of the Board of Directors of Galp Swaziland, Limited
Chairman of the Board of Directors of CLC – Companhia Logística de Combustíveis, S.A.
Director of Galp Sinopec Brazil Services B.V.
Member of the Board of Directors of Petrogal Brasil, S.A.
Member of the Board of Directors of Galp Energia Brasil, S.A.
Member of the Board of Directors of Fima – Produtos Alimentares, S.A.
Member of the Board of Directors of Victor Guedes Indústria e Comércio, S.A.
Member of the Board of Directors of Indústrias Lever Portuguesa, S.A.
Member of the Board of Directors of Olá – Produção de Gelados e Outros Produtos Alimentares, S.A.
Manager of Unilever Jerónimo Martins, Lda.
Manager of Gallo Worldwide, Lda.
Member of the Technologic and Scientific Committee of ISPG – Instituto de Petróleo e Gás, Associação para a Investigação e Formação Avançada
Chairman of APETRO – Associação Portuguesa de Empresas Petrolíferas
Chairman of the Board of AEM – Associação dos Emitentes Portugueses



Member of the Board of Directors (non executive) and Member of Audit Committee of NYSE Euronext

Chairman of the Fiscal Council of the Companies Tranquilidade Vida, Logo e Açoreana

Chairman of the Fiscal Council of Fórum para a Competitividade

Chairman of the Fiscal Council of Fundação Francisco Manuel dos Santos

Chairman of the Board of EPIS - Empresários pela Inclusão Social

Chairman of the Fiscal Council of Companhia de Seguros Tranquilidade, S.A. and Açoreana de Seguros since 2017, Seguradoras Unidas, S.A.

Number of shares of PHAROL, SGPS S.A. held

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



Jorge Telmo Maria Freire Cardoso

Educational background and professional training

Graduated in Economics from Universidade Nova de Lisboa
MBA from INSEAD

Professional activity in the past five years

Current Positions:

Member of the Board of Directors and CFO of Novo Banco, S.A., as of September, 2014

Member of the Board of Directors of PHAROL, SGPS S.A., as of November, 2014

Member of the Board of Directors of NB Finance, Ltd.

Chairman of the Board of Directors of Banque Espírito Santo et de la Vénétie, S.A.

Chairman of the Board of Directors of E.S. Tech Ventures, SGPS, S.A.

Member of the Board of Directors (non executive) of Enternext, S.A., as of September, 2013

Past Positions:

Member of the Board of Directors (non executive) of Visabeira, from April, 2014 to September, 2014

Vice-Chairman of the Board of Directors (non executive) of Banco Caixa Totta Angola, S.A., from April, 2014 to September, 2014

Chairman of the Board of Directors (non executive) of Caixa Capital — Sociedade de Capital de Risco, S.A., from March, 2014 to September, 2014

Chairman of the Board of Directors (non executive) of Caixa Desenvolvimento, SGPS, S.A., from March, 2014 to September, 2014

Vice-Chairman of the Board of Directors (non executive) of Banco Caixa Geral - Brasil, S.A., from September, 2013 to September, 2014

Chairman of the Board of Directors (non executive) of Caixa — Banco de Investimento, S.A., from August, 2013 to September, 2014

Member of the Board of Directors (non executive) of Caixa Seguros e Saúde, SGPS, S.A., from August, 2013 to September, 2014

Member of the Board of Directors (non executive) of Gerbanca, SGPS, S.A., from August, 2013 to September, 2014

Member of the Board of Directors (non executive) of Partang, SGPS, S.A., from

September, 2013 to September, 2014

Chairman of the Board of Directors (non executive) of Wolfpart, SGPS, S.A., from November, 2013 to September, 2014

Member of the Board of Directors and Member of the Executive Board of Caixa Geral de Depósitos, S.A., from July, 2013 to September, 2014

Chairman of the Board of Directors (non executive) of CGD Investimentos Corretora de Valores e Câmbio, S.A., from May, 2012 to April, 2014

Director of CaixaBI Brasil — Serviços de Assessoria Financeira Ltda., from May, 2012 to November, 2013

Chairman of the Executive Board of Caixa — Banco de Investimento, S.A., from May, 2011 to August, 2013

Vice-Chairman of the Board of Directors (non executive) of Banco Nacional de Investimento, S.A., from May, 2012 to December, 2012



Member of the Board of Directors (non executive) of ZON Multimedia — Serviços de Telecomunicações e Multimédia, SGPS, S.A., from January, 2008 to July, 2012

Number of shares of PHAROL, SGPS S.A. held:

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



Nelson Sequeiros Rodriguez Tanure

Educational background and professional training

Degree in Business Administration, Universidade Federal of Bahia, 1975

Graduated from Institut des Hautes Etudes of Developpment Economique et Social – Université Paris I – 1976

Graduated from Harvard Business School, Owner/President Management III Cambridge – Boston.

Professional activity in the past five years

Qualified shareholder of Petrório S.A. since 2013

Incorporates Intelig with TIM Brasil em 2010. From 2010 to 2015, brazilian major shareholder of TIM Brasil

Chairman of CBM – Companhia Brasileira de Multimídia from 2000 to 2006

Number of shares of PHAROL, SGPS S.A. held:

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



Aristóteles Luiz Menezes Vasconcellos Drummond

Educational background and professional training

Journalist registered as redator at DRT/RJ

Professional in Public Relations registered at Conselho Regional de Profissionais de Relações Públicas

Director registered at Conselho Regional de Administração

Professional activity in the past five years

Member of the Board of Directors of SEBRAE/RJ

Director and Vice-President of Associação Comercial do Rio de Janeiro since 1968

Member of the Advisory Committee – Associação Cultural da Arquidiocese do Rio de Janeiro

Director of Fundação Luso-Brasileira since 2000

Fiscal Council Member of CEMIG from 1999 to 2015

Fiscal Council Member of Light from 2006 to 2015. Elected Chairman of the Board

Contributor to the Jornal do Brasil, Diário do Comércio – SP, Hoje em Dia – BH, Correio da Serra – Barbacena, Diário de Petrópolis - RJ, Destak, Edição Nacional, jornal O Dia – RJ, and others

Number of shares of PHAROL, SGPS S.A. held:

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



Bryan Schapira

Educational background and professional training

- 2014-2014 **Universidad Pompeu Fabra-** Barcelona, Spain
Corporate Finance
- 2009-2012 **Universidad ORT-** Montevideo, Uruguay
Bachelor's Degree in Economics
- 1992-2007 **Instituto Ariel Hebreo Uruguayo** - Montevideo, Uruguay
International Baccalaureate in Economics

Professional activity in the past five years

- 2018 **PHAROL, SGPS S.A.**
Director
- 2015 **Adar Capital Partners (Suisse) SA** - Geneva.
Director. Bryan advises high net worth individuals and institutions focusing in European and South American investments.
- 2013 **Adar Capital Partners Ltd** - Jerusalem.
Senior Analyst. Equity, fixed income, trading and collateral management.
- 2011-2013 **JC Investments** - Montevideo.
Financial Advisor. Structuring of Ruris Paraguay agro investment fund. Financial advise for private investors and HNWI.
- 2010-2011 **Us Department of State, USEmbassy** -Montevideo Economic Analyst

Number of shares of PHAROL, SGPS S.A. held:

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



Maria do Rosário Amado Pinto Correia

Educational background and professional training

MBA by Wharton School
Master of Business by Universidade Nova de Lisboa
Degree in Economics by Universidade Católica de Lisboa

Professional activity in the past five years

Alternate Member of the Board of Directors of Oi S.A. (suspended)
Executive Consultant of CEA/Catolica Lisbon
Lecturer of litentiate, master's and Executive Education at Catolica Lisbon School of Economics
Coordinator of Executive Education programmes at Catolica Lisbon School of Business and Economics
Chairman da Ferreira Marques & Irmão/Topázio from 2012 to 2016
Senior Advisor – Bewith and CEA/CLSBE from 2008 to 2012
Director of Gestão do Conhecimento of PT Comunicações, Director of Qualidade e Satisfação do Cliente in Grupo Portugal Telecom
Board Member of PT Asia
Chairman da CTTC – Archway (Pequim) and CEO da Macau Cable TV from 2003 to 2008
Head of Office da Ogilvyone from 1994 a 2002
Publisher of the Marie Claire magazine from 1992 to 1994
Director of Client Service at McCann – Erickson from 1987 to 1992
Financial Products Manager, Director of the Direct Mail in CTT – Correios de Portugal from 1981 to 1987

Number of shares of PHAROL, SGPS S.A. held:

Owner of 40 shares of PHAROL, SGPS S.A.



Pedro Zañartu Gubert Morais Leitão

Educational background and professional training

Graduated in Business Management from Universidade Católica Portuguesa, Lisbon
Masters in Business Management from Kellogg Graduate School of Management at NorthWestern University in Chicago, USA

Professional activity in the past five years

Member of the Board of Directors of PHAROL, SGPS S.A.
Member of the Board of Directors of Oi S.A.
Chairman of the Board of Directors of Prio Energy SGPS
Chairman of the Board of Directors of MoteDALma SGPS
Member of the Board of Directors (non executive) of Villas Boas ACE, S.A.
Managing Partner of Fikonline Lda.
Chairman of the Board of Directors of ONI, SGPS from 2012 to 2013
Director of UnyLeya Brasil and UnyLeya Portugal from 2010 to 2011

Number of shares of PHAROL, SGPS S.A. held:

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



Jorge Augusto Santiago das Neves

Educational background and professional training

Law Degree, Universidade Lusíada of Lisbon, 1986

Master's Degree (LL.M.), Corporate and Commercial Law, University College of London, Reino Unido, 1987

Professional activity in the past five years

Lawyer at BAS Advogados, Lisbon

Chairman of the Fiscal Council of Hiperclima, S.A. from 1995 to 2017

Counsel, Gomez Acebo & Pombo (2012-2014)

Partner, Gomez Acebo & Pombo (2010-2012)

Number of shares of PHAROL, SGPS S.A. held:

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



João Manuel Pisco de Castro

Educational background and professional training

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

Professional activity in the past five years

Member of the Board of Directors of PHAROL, SGPS S.A.
Full Member of Directors of Oi, S.A. (suspended)
Chairman of Visabeira Global, SGPS S.A.
Director of Grupo Visabeira, SGPS, S.A.
Director of Vista Alegre Atlantis, SGPS, S.A.
Director of Visabeira Indústria, SGPS, S.A.
Chairman of Vista Alegre USA
Director of Real Life – Tecnologias de Informação, S.A.
Director of Gevisar, SGPS, S.A.
Director of Constructel (Russia)
Director of Birla – Visabeira LTD.
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) to 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 Directors of Visabeira Telecomunicações e Construção, SGPS S.A. from 2002 to 2008
Director of Visabeira Serviços SGPS, S.A. from 2003 to 2005

Number of shares of PHAROL, SGPS S.A. held:

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



Maria Leonor Martins Ribeiro Modesto

Educational Experience and Degrees

Agregação, Universidade Católica Portuguesa, July 2004

Docteur en Sciences Economiques, Université Catholique de Louvain and European Doctoral

Program, Belgium, September 1987

Licenciatura in Economics, Universidade Católica Portuguesa, 1980

Current Positions

Full Professor of Economics, Universidade Católica Portuguesa, June 2008 to present
President of the Scientific Council of Católica Lisbon School of Business and Economics since October 2015.

Previous positions:

Director of CEA (Centre for Applied Studies), December 2008 to January 2017.

Associate Dean for Research of CLSBE, 2012- May2014.

Director of CUBE- Unidade de Investigação da CLSBE, 2007 - May 2014.

Associate Professor of Economics, Universidade Católica Portuguesa, April 1998 to May 2008.

Scientific Coordinator of the Research Unit in Economics and Business of the CLSBE, January 2007 to May 2014 and July 1997 to 2004.

Assistant Professor of Economics, Universidade Católica Portuguesa, July 1988 – April 1998

Consultant of the Portuguese Ministry of Finance, 1994-1998.

Coordinator and head of research of the EC Project "HERMIN-Portugal: A Macro-econometric Model of the Portuguese Economy", 1993-1995.

Coordinator of the Quantitative Studies Group in the CEA (Centre for Applied Studies), Universidade Católica Portuguesa, 1988-1992.

Coordinator and head of research of the EC Project "HERMES-Portugal: A Macro-econometric Model of the Portuguese Economy", 1988-1991.

Number of shares of PHAROL, SGPS S.A. held:

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



Election of a new member of the Board of Directors for the three-year period 2018-2020)

Maria de Lourdes Vasconcelos Pimentel da Cunha Trigoso

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.;

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

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

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

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

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

Alternate Company Secretary of PT, Centro Corporativo 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.;

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.;

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) SA 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 customers 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.

Number of shares of PHAROL, SGPS S.A. held:

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

PHAROL

FISCAL COUNCIL



José Maria Rego Ribeiro da Cunha

Educational background and professional training

Graduated in Finance from Instituto Superior de Ciências Económicas e Financeiras (ISCEF - 1972)

Became a Certified Public Accountant in 1981 and is registered at the Certified Public Accountant Bar Association with the number 497

Fluent in English, French and Spanish.

Professional activity in the past five years

Between 1975 and 1977 worked as auditor at the international company Arthur Andersen & Co.

Between 1977 and 1981 worked as auditor manager at the chartered accountant company "António Almeida e Augusto Martins Moreira".

In 1981 he joined and has become partner of "Amável Calhau, Ribeiro da Cunha e Associados", having been managing partner in the company since that date, performing several professional works within the following areas: auditing, evaluation of companies and consulting, among others.

"Amável Calhau, Ribeiro da Cunha e Associados" is Member of the Bar Association of Statutory Auditors registered under n.º 19 and Registered at the (CMVM) Portuguese Securities Market Commission under n.º 20161378.

Since 1981, also, he has been working as Chartered Accountant in representation of the above mentioned company, either as Statutory Auditor or integrating Supervisory Boards or Audit Committees, in a great deal of companies covering several business activity sectors, such as: Financial Institutions and Insurance, Industry and Construction, Public Entities, Services, Tourism, Commerce, etc.

On a personal basis he worked as supervisory board in:

- PHAROL- President of Supervisory Board
- Novo Banco dos Açores - President of Supervisory Board
- GNB Vida – Member of the Supervisory Board
- GNB Companhia de Seguros – Member of the Supervisory Board
- Haitong Capital SCR - President of Supervisory Board
- GNB Gestão de Activos, SGPS, SA - Member of the Supervisory Board

He works as Chairman or Member of the Supervisory Board of the following non-profits institutions:

- Associação de Ajuda ao Recém-Nascido (Banco do Bebê)
- BUS – Bens de Utilidade Social
- Plataforma para o Crescimento Sustentável

Number of shares of PHAROL, SGPS S.A. held:

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



Isabel Maria Beja Gonçalves Novo

Educational background and professional training

International Management Programme – INSEAD, Fontainebleau
Post graduation in Finance (European Business Certificate) – South Bank University, London
Graduated in Organization and Business Management – Instituto Superior de Ciências do Trabalho e da Empresa (ISCTE)
Managing for Success – BNP Paribas, Brussels
Leadership for Growth – Fortis Bank, Mello
Analysis and Credit Risk Control – NPF Pesquisa e Formação
Introduction of the International Accounting Standards – Instituto de Formação Bancária
Account Consolidation Course II – Centro Internacional de Formação e Apoio à Gestão
Certificate of Proficiency in English – Cambridge University, Lisbon
Diplôme Supérieur d'Études Françaises Modernes – Alliance Française, Lisbon
Pedagogical Skills Certificate – F607896/2013, Lisbon

Professional activity in the past five years

Current Positions:

Member of the Fiscal Council of Best – Banco Eletrónico de Serviço Total, S.A. (since December 2016)
Member of the Fiscal Council of PHAROL, SGPS S.A (May 2015 to present)
Financial and Business Advisory (April 2013 to present)

Past Positions:

Director of the Credit Analysis Department, BNP Paribas Fortis – Portuguese Branch (September 2010 – October 2012)
Director of the Risk and Credit Analysis Department, Fortis Bank – Portuguese Branch (October 1995 – September 2010)
Vice Chairman of Federação de Triatlo de Portugal (December 2012 – January 2017)

Number of shares of PHAROL, SGPS S.A. held:

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



Thomas Cornelius Azevedo Reichenheim

Educational background and professional training

Law Degree from FMU (1972)

Post-graduated in Business Administration from Fundação Getúlio Vargas (1973)

CEAG Finanças from Fundação Getúlio Vargas (1974)

Fellow at NYU 1982 Portfolio Management

Fellow at NYU 1981 Portfolio Management.

Professional activity in the past five years

Member of the Board of Directors of Oi, S.A. (suspended)

Member of the Board of Directors of Jereissati Telecom, S.A.

General Director of Carisma Comercial Lda.

Member of the Board of Directors of Didier Levy Associados from 1998 to 2010

Member of the Board of Directors of the Group La Fonte Jereissati from 1984 to 2010

Number of shares of PHAROL, SGPS S.A. held:

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



Paulo Ribeiro da Silva

Educational background and professional training

Graduated in Financial Audit – ISCAL – Instituto Superior de Contabilidade e Administração de Lisboa

Post-graduated in Corporate Finance – INDEG/ISCTE

Post-graduated in Security and Computer Auditing – ISTECS – Instituto Superior de Tecnologias Avançadas

Professional activity in the past five years

Partner of Amável Calhau, Ribeiro da Cunha & Associados since 1995

Partner Manager of BRAVI – Fiscalidade e Consultoria, Lda. Since November 2017

Number of shares of PHAROL, SGPS S.A. held:

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



REMUNERATION COMMITTEE



António Sarmiento Gomes Mota

Educational background and professional training

1981: Graduated in Business Organisation and Management from ISCTE Instituto Universitário de Lisboa
1984: MBA, Universidade Nova de Lisboa
2000: PhD in Business Management, ISCTE
Author of several publications of reference in finance.

Professional activity in the past five years

Chairman of the Board of Directors of CTT, S.A. since 2017 and Vice Chairman from 2014 to 2017
Vice Chairman of the Board of Directors (non-executive) of Soares da Costa Construção SGPS, S.A. from 2014 to 2015
Chairman of the Board of Directors (non-executive) of SDC Investimentos, SGPS S.A. from 2013 to 2016
Chairman of the Instituto Português de Corporate Governance since 2016
Member of the General and Supervisory Council; Member of the Audit Committee (2009/2015) and Performance and Competition (2012/2015) and Chairman of the Audit Committee of EDP – Energias de Portugal, S.A. since 2015
Non-Executive Member of the Board of Directors and Chairman of the Appointments and Remunerations Committee of CIMPOR – Cimentos de Portugal, SGPS, S.A. from 2009 to 2012.

Number of shares of PHAROL, SGPS S.A. held:

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



Francisco José Queiroz de Barros Lacerda

Educational background and professional training

1982: Graduated in Business and Administration, Universidade Católica Portuguesa

Professional activity in the past five years

2017 - Vice-Chairman of the Board of Directors of CTT – Correios de Portugal, S.A.

2015 -... Chairman of Banco CTT – Correios de Portugal, S.A.

2015 -... Non-executive Director of Endesa Energia, S.A.

2015 -... Chairman of the Board of COTEC Portugal – Associação Empresarial para a Inovação

2014 -...: Chairman of CTT Expresso - Serviços Postais e Logística, S.A.

2014 - ...: Chairman of Tourline Express Mensajería, S.L.U.

May to October 2014: Non-executive Director of Norfin – Portuguese Property Group, S.A.

2014 - 2017: Director of International Post Corporation

2014 - 2017: Member of the Board of AEM - Associação de Empresas Emitentes de Valores Cotados em Mercado

2013 -...: Chairman of the Board of the General Meeting of Correio Expresso de Moçambique, S.A.

2012 -...: CEO of CTT - Correios de Portugal, S.A.

2012 – 2017: Chairman of the Board of Directors of CTT – Correios de Portugal, S.A

2011 - ...: Member of the Supervisory Council of Nova School of Business & Economics

2009 - ...: Member of the Remuneration Committee of PT SGPS, S.A. (has suspended his functions between August 2012 and March 2014)

2006 - ...: Member of the General Council of Clube Naval de Cascais, Vice Commodore from 2016

Number of shares of PHAROL, SGPS S.A. held:

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



Pedro Miguel Ribeiro de Almeida Fontes Falcão

Educational background and professional training

Graduated in Business Management (Universidade Católica Portuguesa, Lisbon)
MBA (Harvard Business School)
PhD in Management (ISCTE-IUL)

Professional activity in the past five years

Current Positions:

Member of the Fiscal Council of PHAROL, SGPS S.A.
Chairman of the Fiscal Council of Montepio Crédito since March 2018
Member of the Fiscal Council of F&C Portugal since December 2017
Member of Direção da Ordem dos Economistas since January 2018
Visiting Assistant Professor in ISCTE since 2005
Visiting Lecturer in INDEG – IUL and in Instituto Superior Técnico since 2005.

Past Positions:

Past Positions:

Non-executive Member of the Board of Directors of Caixa Geral de Depósitos from July 2013 to August 2016
Member of the Audit Commission of Caixa Geral de Depósitos from July 2013 to August 2016
Member of the Remuneration Committee of Caixa Geral de Depósitos from 2015 to August 2016
Associate Dean of ISCTE Business School from 2014 to 2017
Director of the Executive MBA of INDEG – ISCTE from 2004 to 2017.

Number of shares of PHAROL, SGPS S.A. held:

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