

**REGULATIONS OF THE EXECUTIVE COMMITTEE OF
IBERSOL, SGPS S.A.**

ARTICLE 1

Object

In accordance with the provisions of article 8, no. 5, of the Company's Articles of Association and article 1, no. 4, of the Regulations of the Board of Directors, these Regulations establish the operating rules of the Executive Committee of the **IBERSOL, SGPS S.A.**, as well as the rules of conduct applicable to its respective members.

ARTICLE 2

Constitution and Composition of the Executive Committee

- 1 – The Executive Committee is constituted by deliberation of the Board of Directors, which designates the respective President and Vice-President.
- 2 - The Executive Committee is made up of a minimum of 2 and a maximum of 4 directors with recognized and proven qualifications, skills and professional experience to carry out the role.

ARTICLE 3.

Powers of the Executive Committee

- 1 - The Executive Committee is responsible for the day-to-day management of the Company under the terms and within the legal and statutory limits, and the Board of Directors, when establishing the Executive Committee, is responsible for defining, within the legal and statutory limits, the powers within it. delegates.
- 2 - In addition to the day-to-day management of the Company, the Executive Committee is responsible for:
 - i) Support the Board of Directors in supervising strategic direction and financial performance, portfolio management, risk management and strict compliance with applicable legislation;
 - ii) Promote, with the respective Boards of Directors of the Group's various subsidiaries, the alignment of the different business units with the corporate and sustainability strategy, with the financial plans and objectives of the Group, as well as with the values and policies of the Society.

iii) Review and approve the financial statements and periodic reports, annual budgets, and strategic and financial plans of the Group's business units, through its presence on the respective Boards of Directors of the Group's various subsidiaries;

iv) Report to the Board of Directors on a quarterly basis the consolidated financial results of the Group's various business units;

v) promote transparent and effective communication with the Company's stakeholders, as well as with investors, financial analysts and the banking sector, in order to attract external financing to support the Company's operations, finance projects and ensure its sustainable growth;

3 – The Executive Committee exercises all necessary and convenient management powers for the exercise of the Company's activity, which are not excluded from the scope of its competence by law or regulation or by the respective act of delegation of powers.

4 – Without prejudice to the limits of the delegation of powers under the terms of the previous paragraphs, the Executive Committee has a special duty to initiate and make proposals to the Board of Directors regarding acts within its respective competence.

5 - In accordance with the provisions of article 407, no. 8, of the Commercial Companies Code, the delegation of powers to the Executive Committee does not exclude the competence of the Board of Directors to take resolutions on the same matters.

6 – The Executive Committee is bound, in its actions, to comply with the Law, the general or specific guidelines issued by the Board of Directors and criteria of rationality and efficiency, in order to achieve the Company's objectives.

ARTICLE 4.

Functioning of the Executive Committee

1 - The Executive Committee meets once a month and whenever the respective President calls it.

2 – The call is made by the Chairman of the Board of Directors and will be communicated to the other members of the Executive Committee at least 3 days in advance, unless there is a need or urgency that justifies a shorter period.

3 - Any executive director may be represented at meetings of the Executive Committee by another member of the same Committee, by means of a letter, which, explaining the day and time of the meeting for which it is intended, is addressed to the respective President, mentioning the fact in the minutes of the meeting.

4 - Decisions taken at a meeting of the Executive Committee without complying with the convening formalities are considered valid if all members of the Executive Committee are present or represented at the meeting.

5 - The Executive Committee can only meet if the majority of its members are present or represented and deliberations will be taken by a majority of the votes cast, with the President, in the event of a tie, having the casting vote.

6 – The minutes of the meetings are recorded in a specific book and signed by the participants in the respective meeting.

7 - The members of the Executive Committee must provide, in a timely manner and in the appropriate manner, the information requested by other members of the corporate bodies.

8 – The members of the Executive Committee guarantee the provision and/or dissemination of the necessary and/or due information, in the forms imposed by law or regulation or through procedures that prove to be agile and effective, to the Company's governing bodies, to the Company Secretary, shareholders, third parties with relevant interests and other interested parties, as well as the market in general.

ARTICLE 5.

Duties of Executive Directors

1 – The members of the Executive Committee must immediately communicate to the Board of Directors any circumstances that may constitute or give rise to a conflict between their interests and the interests of the Company, as well as refrain from interfering in the decision-making process relating to matter in which a conflict of interests occurs, without prejudice to the duty to provide all information that the Board of Directors requests.

2 – Members of the Executive Committee may exercise executive functions in companies that are not part of the Ibersol Group, provided that such exercise does not objectively affect the performance of the respective role of executive director – which is subject to permanent monitoring by the Board of Directors and cannot, in any case, accumulate executive director roles in more than 5 companies outside the group.

This regulation was approved by all members of the Board of Directors on 3th July 2023