

(TRANSLATION FROM THE ORIGINAL IN
PORTUGUESE)

ANNEX TO THE PROPOSAL
ON POINT 7
(ATPS - SOCIEDADE GESTORA DE
PARTICIPAÇÕES SOCIAIS SA)

BOARD OF DIRECTORS

Dr. António Carlos Vaz Pinto de Sousa

Academic Background

- Law Degree – Faculty of Law, University of Coimbra
- CEOG – Executive Management Program – Universidade Católica Portuguesa, Porto

Professional Activity

Vice-Chairman of the Board of Directors of Ibersol, SGPS, SA

Director of other companies held by Ibersol, SGPS, SA

Date of first appointment and term of office: 1990 / 2020, reappointed for the term 2021–2024.

Positions held in governing bodies of other companies within the Ibersol Group:

ANATIR - SGPS, SA;

DEHESA DE SANTA MARÍA FRANQUICIAS, S.L.U.;

EATTASTY, S.L.U.;

FIRMOVEN – Restauração, SA;

FOOD ORCHESTRATOR, S.A.;

FOODSTATION, S.L.U.;

HCI – Imobiliária, SA;

IBERAKI – Restauração, SA;

IBERESPANA CENTRAL DE COMPRAS, A.I.E.;

IBERGOURMET – Produtos Alimentares, SA;

IBERPRET, SA;

IBERSANDE – Restauração, SA;

IBERSOL ANGOLA, SA;

IBERSOL – Restauração, SA;

IBERSOL MADEIRA e AÇORES, Restauração, SA;

IBERUSA – Hotelaria e Restauração, SA;

IBERUSA – Central de Compras para Restauração, ACE;

IBR – Imobiliária, SA;

INVERPENINSULAR, S.L.U.;

JOSÉ SILVA CARVALHO – Catering, SA;

LUSINVER RESTAURACIÓN, S.A.U.;

MAESTRO – Serviços e Gestão Hoteleira, SA;

SEC – EVENTOS E CATERING, SA;

SUGESTÕES E OPÇÕES – Actividades Turísticas, SA;

BELSAI – Restauração, SA (ceased functions on 31/01/2024);

PANSFOOD, S.A.U.;

THE EAT OUT GROUP, S.L.U.;

VIDISCO, S.L.U.;

VOESMU RESTAURACIÓN, S.L. (merged into Foodstation, S.L.U., effective as of 21/10/2024);

VOLREST ALDAIA, S.L.U. (merged into Foodstation, S.L.U., effective as of 21/10/2024);

VOLREST ALFAFAR, S.L.U. (merged into Foodstation, S.L.U., effective as of 21/10/2024);

VOLREST ALCALÁ, S.L.U. (merged into Foodstation, S.L.U., effective as of 21/10/2024);

VOLREST RIVAS, S.L.U. (merged into Foodstation, S.L.U. effective 21/10/2024);
MEDFOOD INVEST, S.L.U.;
NEW RESTAURANTS OF SPAIN, S.A.U.

Managing Director of

RESTMON (Portugal) – Gestão e Exploração de Franquias, Lda.

Positions held in governing bodies of companies outside the Ibersol Group:

ATPS – Sociedade Gestora de Participações Sociais, SA;
MBR, Imobiliária, SA;
ONE TWO TASTE, SA;
2 VIAS – Serviços e Gestão Imobiliária, SA (non-executive director);
DUNBAR – Serviços e Gestão, SA;
CALUM – Serviços e Gestão, SA.

Number of shares held directly or indirectly in Ibersol, SGPS, SA:

3,314 shares representing the share capital of Ibersol, SGPS, SA
9,996 shares representing 68.30% of the share capital of CALUM – Serviços e Gestão, SA.
CALUM – Serviços e Gestão, SA holds 2,840 shares representing 25.02% of the share capital of ATPS – SGPS, SA.
As of 31/12/2024, ATPS – SGPS, SA holds 21,452,754 shares of Ibersol, SGPS, SA, representing 51.67% of its share capital

Dr. António Alberto Guerra Leal Teixeira

Academic Background

- Degree in Economics – School of Economics, University of Porto

Professional Activity

- Chairman of the Board of Directors of Ibersol, SGPS, SA
- Director of other companies held by Ibersol, SGPS, SA

Date of first appointment and term of office: 1991 / 2020, reappointed for the term 2021–2024

Positions held in governing bodies of other companies within the Ibersol Group:

ANATIR - SGPS, SA;
DEHESA DE SANTA MARÍA FRANQUICIAS, S.L.U.;
FIRMOVEN – Restauração, SA;
FOOD ORCHESTRATOR, S.A.;
FOODSTATION, S.L.U.;
HCI – Imobiliária, SA;
IBERAKI – Restauração, SA;
IBERESPANA CENTRAL DE COMPRAS, A.I.E.;

IBERGOURMET – Produtos Alimentares, SA;
 IBERPRET, SA;
 IBERSANDE – Restauração, SA;
 IBERSOL ANGOLA, SA;
 IBERSOL – Restauração, SA;
 IBERSOL MADEIRA e AÇORES – Restauração, SA;
 IBERUSA – Hotelaria e Restauração, SA;
 IBERUSA – Central de Compras para Restauração, ACE;
 IBR – Imobiliária, SA;
 INVERPENINSULAR, S.L.U.;
 JOSÉ SILVA CARVALHO – Catering, SA;
 LUSINVER RESTAURACIÓN, S.A.U.;
 MAESTRO – Serviços e Gestão Hoteleira, SA;
 SEC – EVENTOS E CATERING, SA;
 SUGESTÕES E OPÇÕES – Actividades Turísticas, SA;
 BELSAI – Restauração, SA (ceased functions on 31/01/2024);
 PANSFOOD, S.A.U.;
 THE EAT OUT GROUP, S.L.U.;
 VIDISCO, S.L.U.;
 VOESMU RESTAURACIÓN, S.L. (merged into Foodstation, S.L.U., effective 21/10/2024);
 VOLREST ALDAIA, S.L.U. (merged into Foodstation, S.L.U., effective 21/10/2024);
 VOLREST ALFAFAR, S.L.U. (merged into Foodstation, S.L.U., effective 21/10/2024);
 VOLREST ALCALÁ, S.L.U. (merged into Foodstation, S.L.U., effective 21/10/2024);
 VOLREST RIVAS, S.L.U. (merged into Foodstation, S.L.U., effective 21/10/2024);
 MEDFOOD INVEST, S.L.U.;
 NEW RESTAURANTS OF SPAIN, S.A.U.

Managing Director of

RESTMON (Portugal) – Gestão e Exploração de Franquias, Lda.

Positions held in governing bodies of companies outside the Ibersol Group:

ATPS – Sociedade Gestora de Participações Sociais, SA;
 MATEIXA – Sociedade Imobiliária, SA;
 ONE TWO TASTE, SA;
 DUNBAR – Serviços e Gestão, SA;
 CALUM – Serviços e Gestão, SA

Number of shares held directly or indirectly in Ibersol, SGPS, SA:

3,314 shares representing the share capital of Ibersol, SGPS, SA.

5,325 shares representing 50.96% of the share capital of DUNBAR – Serviços e Gestão, SA.

DUNBAR – Serviços e Gestão, SA holds 2,840 shares representing 25.02% of the share capital of ATPS – SGPS, SA.

As of 31/12/2024, ATPS – SGPS, SA holds 21,452,754 shares of Ibersol, SGPS, SA, representing 51.67% of its share capital.

Dr. Maria do Carmo Guedes Antunes de Oliveira

Academic Background

- 1983 – MBA, Nova School of Business and Economics
- 1980 – Degree in Economics, School of Economics, University of Porto

Professional Activity

- Since 2021 – Non-Executive Member of the Board of Directors of Ibersol, SGPS, SA
- Since 2020 – Non-Executive Director at Altri, SGPS, SA
- 2017 to 2020 – General Manager at Banco BPI, responsible for the Corporate & Investment Banking Division
- 2007 to 2017 – General Manager at Banco BPI, in charge of the Large Corporates North Division, the Northern Special Operations Unit, and the Corporate Centres Support Office
- 2000 to 2007 – Director at Banco Português de Investimento
- 1996 to 2000 – Central Director at Banco Português de Investimento – Corporate Finance Division

Date of first appointment and term of office: Elected for the 2021–2024 term

Positions held in governing bodies of other companies within the Ibersol Group:

Does not held any positions on the governing bodies of other Ibersol Group companies

Positions held in governing bodies of companies outside the Ibersol Group:

Member of the Board of Directors of Altri, SGPS.

Number of shares held directly or indirectly in Ibersol, SGPS, SA:

She does not hold any shares in the company

Eng.ª Maria Deolinda Fidalgo do Couto

Academic Background

- Degree in Chemical Engineering – Faculty of Engineering, University of Porto
- CEOG: Executive Management Program – Universidade Católica Portuguesa, Porto

Professional Activity

- Non-Executive Member of the Board of Directors of Ibersol, SGPS, SA
- Director of other companies held by Ibersol, SGPS, SA
- Director of Management Control and Finance at Ibersol Group

Date of first appointment and term of office: Elected for the 2021–2024 term

Positions held in governing bodies of other companies within the Ibersol Group:

ANATIR, SGPS, SA;

DEHESA DE SANTA MARÍA FRANQUICIAS, S.L.U.;
 FIRMOVEN, Restauração, SA;
 FOOD ORCHESTRATOR, S.A.;
 FOODSTATION, S.L.U.;
 HCI – Imobiliária, SA;
 IBERAKI, Restauração, SA;
 IBERESPANA CENTRAL DE COMPRAS, A.I.E.;
 IBERGOURMET – Produtos Alimentares, SA;
 IBERPRET, SA;
 IBERSANDE – Restauração, SA;
 IBERSOL ANGOLA, SA;
 IBERSOL MADEIRA e AÇORES, Restauração, SA;
 IBERSOL – Restauração, SA;
 IBERUSA – Central de Compras para Restauração, ACE;
 IBERSUSA – Hotelaria e Restauração, SA;
 IBR – Imobiliária, SA;
 INVERPENINSULAR, S.L.U.;
 JOSÉ SILVA CARVALHO – Catering, SA;
 LUSINVER RESTAURACIÓN, S.A.U.;
 MAESTRO – Serviços e Gestão Hoteleira, SA;
 SEC – EVENTOS E CATERING, SA;
 SUGESTÕES E OPÇÕES – Actividades Turísticas, SA;
 BELSAI – Restauração, SA (ceased functions on 31/01/2024);
 PANSFOOD, S.A.U.;
 THE EAT OUT GROUP, S.L.U.;
 VIDISCO, S.L.U.;
 VOESMU RESTAURACIÓN, S.L. (merged into Foodstation, S.L.U., effective as of 21/10/2024);
 VOLREST ALDAIA, S.L.U. (merged into Foodstation, S.L.U., effective as of 21/10/2024);
 VOLREST ALFAFAR, S.L.U. (merged into Foodstation, S.L.U., effective as of 21/10/2024);
 VOLREST ALCALÁ, S.L.U. (merged into Foodstation, S.L.U., effective as of 21/10/2024);
 VOLREST RIVAS, S.L.U. (merged into Foodstation, S.L.U., effective 21/10/2024);
 MEDFOOD INVEST, S.L.U.;
 NEW RESTAURANTS OF SPAIN, S.A.U.

Positions held in governing bodies of companies outside the Ibersol Group:

Does not held any positions on the governing bodies of other companies outside the Ibersol Group.

Number of shares held directly or indirectly in Ibersol, SGPS, SA:

She holds 6,831 shares, representing 0.016% of the share capital of Ibersol, SGPS, SA

Prof. Doutor Juan Carlos Vázquez Dodero de Bonifaz

Academic Background

- Degree in Law – Complutense University of Madrid
- Degree in Business Sciences – I.C.A.D.E., Madrid
- Master's Degree in Economics and Business Administration – I.E.S.E., University of Navarra
- Doctorate in Business and Management – I.E.S.E., University of Navarra
- Programs "Managing Corporate Control and Planning" and "Strategic Cost Management" – Harvard University

Professional Activity

- Emeritus Professor at IESE Business School
- Consultant and Advisor for various European and American companies
- Non-Executive Member of the Board of Directors of Ibersol, SGPS, SA
- Director of other companies held by Ibersol, SGPS, SA

Date of first appointment and term of office: 1999 / 2020, reappointed for the term 2021–2024

Positions held in governing bodies of other companies within the Ibersol Group:

DEHESA DE SANTA MARÍA FRANQUICIAS, S.L.U.;
FOODSTATION, S.L.U.;
IBERSOL – Restauração, SA;
PANSFOOD S.A.U.;
THE EAT OUT GROUP S.L.U.

Positions held in governing bodies of companies outside the Ibersol Group:

ATPS – Sociedade Gestora de Participações Sociais, SA;
DUNBAR – SERVIÇOS E GESTÃO, SA;
CALUM – SERVIÇOS E GESTÃO, SA
Founder and Patron of FAR – Fundação Amigos de Rimkieta
Advisor at JEANOLOGIA, S.L.
Member of the Board of Fundación IESE (FIESE)

Number of shares held directly or indirectly in Ibersol, SGPS, SA:

He does not hold any shares in the company

FISCAL BOARD

Dr. Hermínio António Paulos Afonso

Academic Background

- Bachelor's Degree in Accounting – ISCAP (1984)
- Degree in Financial Management – ISCAP (1992)

Professional Activity in the last five years:

- 1990 to 2020: Official Auditor at Coopers & Lybrand and PricewaterhouseCoopers
- 1996 to 2020: Partner at Coopers & Lybrand and PricewaterhouseCoopers, responsible for auditing and account review in various sectors, with a focus on prominent companies/groups
- Since 2021 to 2024: Official Auditor, member of various Supervisory Boards, and President of the Board of the Ordem dos Revisores Oficiais de Contas (Order of Certified Auditors)
- Since 2024: Official Auditor, member of various Supervisory Boards, and Vice-President of the Supervisory Board of the Ordem dos Revisores Oficiais de Contas

Date of first appointment and term of office: 2021 / 2024

Positions held in governing bodies of other companies within the Ibersol Group:

He does not held any position in the governing bodies of other companies of Ibersol Group.

Positions held in governing bodies of companies outside the Ibersol Group:

In addition to being the Chairman of the Fiscal Board of Ibersol, SGPS, SA, he holds the following positions in companies outside the Ibersol Group:

Chairman of the Fiscal Board:

- Soja de Portugal, SGPS, SA

Statutory Auditor and Sole Auditor:

- Edinpa – Empreendimentos Imobiliários, SA
- Rickiparodi – Moda e Acessórios Profissionais, SA

Manager:

- Odisseia Mourisca, Lda.

Shareholdings in Ibersol, SGPS, SA:

He does not hold any shares in the company.

INDEPENDENCE REQUIREMENTS ASSESSMENT QUESTIONNAIRE¹

Identify the member and the respective body to which the data in this questionnaire refer:

President of the Fiscal Board

1. Do you hold a qualified shareholding equal to or greater than 2% of the company's share capital?

No

2. Have you been re-elected for more than two terms, either consecutive or non-consecutive? If so, please specify the terms.

No

3. Do you act on behalf of² or for the account of a holder of a qualified shareholding equal to or greater than 2% of the company's share capital? If so, please identify the holder of the qualified shareholding.

No

4. Is the board of directors, or any of its members, aware that the member of the supervisory body is, in any way, associated with a specific interest group within the company or is in any circumstance that could affect their impartiality in analysis or decision-making³? If so, please specify.

No

5. Is the board of directors, or any of its members, aware of any other fact that in any way affects or could affect the independence of the member of the supervisory body referred to in this questionnaire? If so, please specify.

No

¹ Any relevant facts must be disclosed for CMVM's assessment, even if the board of directors has doubts regarding the attribution of such facts to the described consequences.

² By way of example, any current or past mandate relationship, with or without representation, between the member of the corporate body and any holder of a qualified shareholding or any natural or legal person acting on their behalf or providing any of the services referred to in the following note must be reported.

³ By way of example, the existence of any current or past employment relationship, consultancy—whether economic, financial, or legal—or any other type of service provision, mediation, agency, commercial representation, or franchise between, on one hand, the member of the corporate body and, on the other hand,

ASSESSMENT QUESTIONNAIRE ON THE REGIME OF INCOMPATIBILITIES

Identify the member and the respective body to which the data in this questionnaire refer:

President of the Fiscal Board

1 - Are you a member of the company's governing body?

No

2 - Are you a member of the governing body of a company that is in a group or control relationship with the company? If so, please identify the relevant company(ies).

No

3 - Do you hold governing or supervisory positions in five or more companies⁴?

No

4 - Are you a partner in a general partnership that is in a control or group relationship with the company?

No

5 - Are you a statutory auditor for whom an incompatibility is established under the applicable legislation?

No

6 - Are you legally barred, incapacitated, insolvent, bankrupt, or convicted of a sentence that results in the prohibition, even temporarily, from exercising public functions?

No

7 - Do you hold a position in a competing company, act on behalf of or for the account of a competing company, or in any other way have ties to the interests of a competing company? If so, please specify.

No

8 - Do you provide services, either directly or indirectly, or maintain a significant commercial relationship with the company or with a company that is in a control or group relationship with it? If so, please specify.

No

9 - Are you the beneficiary of any specific advantage granted by the company? If so, please specify.

No

any shareholder holding a qualified shareholding or any natural or legal person acting on behalf of or in the interest of that shareholder or providing the services mentioned in this note must be reported.

10 - Are you the spouse, direct relative, or relative by affinity in the direct line or up to the third degree, including the collateral line, of a person who falls under any of the situations described in items 1, 2, 4, 7, and 9 above, or the spouse of a person covered by the situation indicated in item 8?

No

Herminio António Paulos Afonso

⁴ "For this purpose, law firms, statutory audit firms, and statutory auditors are not considered.

Dr. Carlos Alberto Alves Lourenço

Academic Background

- Graduated from the Lisbon Higher Institute of Accounting and Administration (1979) with a Bachelor's degree in Accounting and Administration.

Professional Activity in the Last Five Years

- Statutory Auditor;
- Member of two Fiscal Boards.

Date of First Appointment and Term of Office: Served as President from 2017 to 2020 and was re-elected for a new term from 2021 to 2024 as a Member (Vogal).

Positions held in Corporate Bodies of Other Companies within the Ibersol Group:

Does not hold any positions in other companies within the Ibersol Group.

Positions held in Corporate Bodies of Companies Outside the Ibersol Group:

In addition to serving as a Member of the Fiscal Board of Ibersol, SGPS, S.A., he holds the following position in a company outside the Ibersol Group:

Member of the Fiscal Board:

- Manuel Champalimaud, SGPS, S.A.

Number of Shares held directly or indirectly in Ibersol, SGPS, S.A.

Does not hold any shares in the company.

INDEPENDENCE REQUIREMENTS ASSESSMENT QUESTIONNAIRE¹

Identify the member and the respective body to which the data in this questionnaire refer:

CARLOS ALBERTO ALVES LOURENÇO - MEMBER OF THE FISCAL BOARD

1. Do you hold a qualified shareholding equal to or greater than 2% of the company's share capital?

No

2. Have you been re-elected for more than two terms, either consecutive or non-consecutive? If so, please specify the terms.

No

3. Do you act on behalf of² or for the account of a holder of a qualified shareholding equal to or greater than 2% of the company's share capital? If so, please identify the holder of the qualified shareholding.

No

4. Is the board of directors, or any of its members, aware that the member of the supervisory body/member of the board of the general meeting [cross out what doesn't matter] is, in any way, associated with a specific interest group within the company or is in any circumstance that could affect their impartiality in analysis or decision-making³? If so, please specify.

No

5. Is the board of directors, or any of its members, aware of any other fact that in any way affects or could affect the independence of the member of the supervisory body/member of the board of the general meeting [cross out what doesn't matter] referred to in this questionnaire? If so, please specify.

No

¹ Any relevant facts must be disclosed for CMVM's assessment, even if the board of directors has doubts regarding the attribution of such facts to the described consequences.

² By way of example, any current or past mandate relationship, with or without representation, between the member of the corporate body and any holder of a qualified shareholding or any natural or legal person acting on their behalf or providing any of the services referred to in the following note must be reported.

³ By way of example, the existence of any current or past employment relationship, consultancy—whether economic, financial, or legal—or any other type of service provision, mediation, agency, commercial representation, or franchise between, on one hand, the member of the corporate body and, on the other hand, any shareholder holding a qualified shareholding or any natural or legal person acting on behalf of or in the interest of that shareholder or providing the services mentioned in this note must be reported.

ASSESSMENT QUESTIONNAIRE ON THE REGIME OF INCOMPATIBILITIES

Identify the member and the respective body to which the data in this questionnaire refer:

CARLOS ALBERTO ALVES LOURENÇO - MEMBER OF THE FISCAL BOARD

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

No

2. Are you a member of the governing body of a company that is in a group or control relationship with the company? If so, please identify the relevant company(ies).

No

3. Do you hold governing or supervisory positions in five or more companies⁴?

No

4. Are you a partner in a general partnership that is in a control or group relationship with the company?

No

5. Are you a statutory auditor for whom an incompatibility is established under the applicable legislation?

No

6. Are you legally barred, incapacitated, insolvent, bankrupt, or convicted of a sentence that results in the prohibition, even temporarily, from exercising public functions?

No

7. Do you hold a position in a competing company, act on behalf of or for the account of a competing company, or in any other way have ties to the interests of a competing company? If so, please specify.

No

8. Do you provide services, either directly or indirectly, or maintain a significant commercial relationship with the company or with a company that is in a control or group relationship with it? If so, please specify.

No

9. Are you the beneficiary of any specific advantage granted by the company? If so, please specify.

No

10. Are you the spouse, direct relative, or relative by affinity in the direct line or up to the third degree, including the collateral line, of a person who falls under any of the situations described in items 1, 2, 4, 7, and 9 above, or the spouse of a person covered by the situation indicated in item 8?

No

CARLOS ALBERTO ALVES LOURENÇO

02/05/2025

⁴ "For this purpose, law firms, statutory audit firms, and statutory auditors are not considered.

Dra. Maria José Martins Lourenço da Fonseca

Academic Background

- Bachelor's degree in Economics from the Faculty of Economics of Porto (1984);
- Postgraduate studies in European Studies at the Center for European Studies of the Portuguese Catholic University (1987);
- Master's degree in Business Sciences, specializing in Accounting and Management Control, from the Faculty of Economics of the University of Porto (2002);
- PhD in Business Sciences, specializing in Accounting and Management Control, from the Faculty of Economics of the University of Porto (2015).

Professional Activity in the Last Five Years

- Professor at Católica Porto Business School (CPBS);
- Director of the Master's in Auditing and Taxation at CPBS;
- Consulting activity at the Center for Management and Applied Economics Studies at CPBS;
- Collaboration with the Portuguese Chamber of Statutory Auditors as a Trainer in the Preparation Course for Statutory Auditors;
- Member of the Supervisory Board of the Portuguese Chamber of Statutory Auditors.

Date of First Appointment and Term of Office: Served as Vice President from 2017 to 2020 and was re-elected for a new term from 2021 to 2024 as a Member (Vogal).

Positions held in corporate bodies of other Companies within the Ibersol Group

Does not hold any positions in other companies within the Ibersol Group.

Positions held in corporate bodies of Companies Outside the Ibersol Group:

In addition to serving as a Member of the Fiscal Board of Ibersol, SGPS, S.A., she holds the following positions in companies outside the Ibersol Group:

President of the Fiscal Board:

- Sonae, SGPS, S.A.
- SDSR - Sports Division SR, S.A.

Member of the Fiscal Board:

- MCretail, SGPS, S.A.
- Sonaecom, SGPS, S.A.

Number of Shares held directly or indirectly in Ibersol, SGPS S.A.

Does not hold any shares in the company.

INDEPENDENCE REQUIREMENTS ASSESSMENT QUESTIONNAIRE¹

Identify the member and the respective body to which the data in this questionnaire refer:

MARIA JOSÉ MARTINS LOURENÇO DA FONSECA – MEMBER OF THE FISCAL BOARD

1. Do you hold a qualified shareholding equal to or greater than 2% of the company's share capital?

No

2. Have you been re-elected for more than two terms, either consecutive or non-consecutive? If so, please specify the terms.

No

3. Do you act on behalf of² or for the account of a holder of a qualified shareholding equal to or greater than 2% of the company's share capital? If so, please identify the holder of the qualified shareholding.

No

4. Is the board of directors, or any of its members, aware that the member of the supervisory body is, in any way, associated with a specific interest group within the company or is in any circumstance that could affect their impartiality in analysis or decision-making³? If so, please specify.

No

5. Is the board of directors, or any of its members, aware of any other fact that in any way affects or could affect the independence of the member of the supervisory body/member of the board of the general meeting [cross out what doesn't matter] referred to in this questionnaire? If so, please specify.

No

¹ Any relevant facts must be disclosed for CMVM's assessment, even if the board of directors has doubts regarding the attribution of such facts to the described consequences.

² By way of example, any current or past mandate relationship, with or without representation, between the member of the corporate body and any holder of a qualified shareholding or any natural or legal person acting on their behalf or providing any of the services referred to in the following note must be reported.

³ By way of example, the existence of any current or past employment relationship, consultancy—whether economic, financial, or legal—or any other type of service provision, mediation, agency, commercial representation, or franchise between, on one hand, the member of the corporate body and, on the other hand, any shareholder holding a qualified shareholding or any natural or legal person acting on behalf of or in the interest of that shareholder or providing the services mentioned in this note must be reported.

ASSESSMENT QUESTIONNAIRE ON THE REGIME OF INCOMPATIBILITIES

Identify the member and the respective body to which the data in this questionnaire refer:

MARIA JOSÉ MARTINS LOURENÇO DA FONSECA – MEMBER OF THE FISCAL BOARD

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

No

2. Are you a member of the governing body of a company that is in a group or control relationship with the company? If so, please identify the relevant company(ies).

No

3. Do you hold governing or supervisory positions in five or more companies⁴?

No

4. Are you a partner in a general partnership that is in a control or group relationship with the company?

No

5. Are you a statutory auditor for whom an incompatibility is established under the applicable legislation?

No

6. Are you legally barred, incapacitated, insolvent, bankrupt, or convicted of a sentence that results in the prohibition, even temporarily, from exercising public functions?

No

7. Do you hold a position in a competing company, act on behalf of or for the account of a competing company, or in any other way have ties to the interests of a competing company? If so, please specify.

No

8. Do you provide services, either directly or indirectly, or maintain a significant commercial relationship with the company or with a company that is in a control or group relationship with it? If so, please specify.

No

9. Are you the beneficiary of any specific advantage granted by the company? If so, please specify.

No

10. Are you the spouse, direct relative, or relative by affinity in the direct line or up to the third degree, including the collateral line, of a person who falls under any of the situations described in items 1, 2, 4, 7, and 9 above, or the spouse of a person covered by the situation indicated in item 8?

No

MARIA JOSÉ MARTINS LOURENÇO DA FONSECA

02/05/2025

⁴ "For this purpose, law firms, statutory audit firms, and statutory auditors are not considered.

Dr. Alice Assunção Castanho Amado

Academic Background

- Bachelor's degree in Law from the Faculty of Law of the University of Coimbra (1977);
- Registered with the Portuguese Bar Association since 1980.

Professional Activity in the Last Five Years

- Until 2023: Practiced as a lawyer within the Sonae Group.
- Currently: Practicing as an independent lawyer.

Positions held in corporate bodies of the Company

Does not hold any positions in the corporate bodies of Ibersol, SGPS, S.A.

Positions held in corporate bodies of other companies within the Ibersol Group

Does not hold any positions in other companies within the Ibersol Group.

Positions held in the corporate bodies of companies outside the Ibersol Group

Does not hold any positions in other companies.

Number of Shares held directly or indirectly in Ibersol, SGPS S.A.

Does not hold any shares in the company.

INDEPENDENCE REQUIREMENTS ASSESSMENT QUESTIONNAIRE¹

Identify the member and the respective body to which the data in this questionnaire refer:

ALICE DA ASSUNÇÃO CASTANHO AMADO – FISCAL BOARD (SUBSTITUTE MEMBER)

1. Do you hold a qualified shareholding equal to or greater than 2% of the company's share capital?

No

2. Have you been re-elected for more than two terms, either consecutive or non-consecutive? If so, please specify the terms.

No

3. Do you act on behalf of² or for the account of a holder of a qualified shareholding equal to or greater than 2% of the company's share capital? If so, please identify the holder of the qualified shareholding.

No

4. Is the board of directors, or any of its members, aware that the member of the supervisory body/ member of the board of the general meeting [cross out what doesn't matter] is, in any way, associated with a specific interest group within the company or is in any circumstance that could affect their impartiality in analysis or decision-making³? If so, please specify.

No

5. Is the board of directors, or any of its members, aware of any other fact that in any way affects or could affect the independence of the member of the supervisory body/ member of the board of the general meeting [cross out what doesn't matter] referred to in this questionnaire? If so, please specify.

No

Alice da Assunção Castanho Amado

Porto, 6th May 2025

¹ Any relevant facts must be disclosed for CMVM's assessment, even if the board of directors has doubts regarding the attribution of such facts to the described consequences.

² By way of example, any current or past mandate relationship, with or without representation, between the member of the corporate body and any holder of a qualified shareholding or any natural or legal person acting on their behalf or providing any of the services referred to in the following note must be reported.

³ By way of example, the existence of any current or past employment relationship, consultancy—whether economic, financial, or legal—or any other type of service provision, mediation, agency, commercial representation, or franchise between, on one hand, the member of the corporate body and, on the other hand, any shareholder holding a qualified shareholding or any natural or legal person acting on behalf of or in the interest of that shareholder or providing the services mentioned in this note must be reported.

ASSESSMENT QUESTIONNAIRE ON THE REGIME OF INCOMPATIBILITIES

Identify the member and the respective body to which the data in this questionnaire refer:

ALICE DA ASSUNÇÃO CASTANHO AMADO – FISCAL BOARD (SUBSTITUTE MEMBER)

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

No

2. Are you a member of the governing body of a company that is in a group or control relationship with the company? If so, please identify the relevant company(ies). No

3. Do you hold governing or supervisory positions in five or more companies⁴?

No

4. Are you a partner in a general partnership that is in a control or group relationship with the company?

No

5. Are you a statutory auditor for whom an incompatibility is established under the applicable legislation?

No

6. Are you legally barred, incapacitated, insolvent, bankrupt, or convicted of a sentence that results in the prohibition, even temporarily, from exercising public functions?

No

7. Do you hold a position in a competing company, act on behalf of or for the account of a competing company, or in any other way have ties to the interests of a competing company? If so, please specify.

No

8. Do you provide services, either directly or indirectly, or maintain a significant commercial relationship with the company or with a company that is in a control or group relationship with it? If so, please specify.

No

9. Are you the beneficiary of any specific advantage granted by the company? If so, please specify.

No

10. Are you the spouse, direct relative, or relative by affinity in the direct line or up to the third degree, including the collateral line, of a person who falls under any of the situations described in items 1, 2, 4, 7, and 9 above, or the spouse of a person covered by the situation indicated in item 8? No

Alice da Assunção Castanho Amado

Porto, 6th May 2025

⁴ "For this purpose, law firms, statutory audit firms, and statutory auditors are not considered.

BOARD OF GENERAL
MEETING

Prof. Dr. José Rodrigues de Jesus

Academic Background

- Bachelor's degree in Economy;

Professional Activity in the Last Five Years

- Advisory Economist; Statutory Auditor; Certified Public Accountant

Date of First Appointment and Term of Office:

- 2021-2024

Positions held in corporate bodies of other companies within the Ibersol Group

Does not hold any positions in other companies within the Ibersol Group.

Positions held in the corporate bodies of companies outside the Ibersol Group

In addition to serving as Chairman of the General Meeting of Ibersol, SGPS, SA, he holds the following positions in companies outside the Ibersol Group:

Currently serves on the supervisory boards without performing statutory audit functions:

- Labesfal – Laboratórios Aliro, S.A.
- LMcapital Wealth Management, Empresa de Investimento, S.A.

Sole Auditor / Statutory Auditor:

- Calfor - Indústrias Metálicas, S.A.
- Arsopi - Holding, Sociedade Gestora de Participações Sociais, S.A
- Camilo dos Santos Mota, S.A.
- Oliveira Dias, S.A.
- AGA - Alcool e Genéricos Alimentares, S.A.
- Arsopi-Thermal Equipamentos Térmicos, S.A.
- TECNOCON - Tecnologia e Sistemas de Controle, S.A.
- SAR - Sociedade de Participações Financeiras, S.A.
- SARCOL - Gestão de Investimentos Imobiliários, S.A.
- Domusnis - Sociedade Imobiliária, SA
- Tertúlia Aclamada, SA
- Arsopi - Indústrias Metalúrgicas Arlindo S. Pinho, Lda
- Arlindo Soares de Pinho, Lda

Number of shares held directly or indirectly in Ibersol, SGPS, S.A.:

Does not hold any shares in the company.

INDEPENDENCE REQUIREMENTS ASSESSMENT QUESTIONNAIRE¹

Identify the member and the respective body to which the data in this questionnaire refer:

José Rodrigues de Jesus – Charmain of the Board of General Meeting

1. Do you hold a qualified shareholding equal to or greater than 2% of the company's share capital?

No

2. Have you been re-elected for more than two terms, either consecutive or non-consecutive? If so, please specify the terms.

No

3. Do you act on behalf of² or for the account of a holder of a qualified shareholding equal to or greater than 2% of the company's share capital? If so, please identify the holder of the qualified shareholding.

No

4. Is the board of directors, or any of its members, aware that the member of the supervisory body/member of the board of the general meeting [cross out what doesn't matter] is, in any way, associated with a specific interest group within the company or is in any circumstance that could affect their impartiality in analysis or decision-making³? If so, please specify.

5. Is the board of directors, or any of its members, aware of any other fact that in any way affects or could affect the independence of the member of the supervisory body/member of the board of the general meeting [cross out what doesn't matter] referred to in this questionnaire? If so, please specify.

¹ Any relevant facts must be disclosed for CMVM's assessment, even if the board of directors has doubts regarding the attribution of such facts to the described consequences.

² By way of example, any current or past mandate relationship, with or without representation, between the member of the corporate body and any holder of a qualified shareholding or any natural or legal person acting on their behalf or providing any of the services referred to in the following note must be reported.

³ By way of example, the existence of any current or past employment relationship, consultancy—whether economic, financial, or legal—or any other type of service provision, mediation, agency, commercial representation, or franchise between, on one hand, the member of the corporate body and, on the other hand, any shareholder holding a qualified shareholding or any natural or legal person acting on behalf of or in the interest of that shareholder or providing the services mentioned in this note must be reported.

ASSESSMENT QUESTIONNAIRE ON THE REGIME OF INCOMPATIBILITIES

Identify the member and the respective body to which the data in this questionnaire refer:

José Rodrigues de Jesus – Charmain of the Board of General Meeting

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

No

2. Are you a member of the governing body of a company that is in a group or control relationship with the company? If so, please identify the relevant company(ies).

No

3. Do you hold governing or supervisory positions in five or more companies⁴?

No

4. Are you a partner in a general partnership that is in a control or group relationship with the company?

No

5. Are you a statutory auditor for whom an incompatibility is established under the applicable legislation?

No

6. Are you legally barred, incapacitated, insolvent, bankrupt, or convicted of a sentence that results in the prohibition, even temporarily, from exercising public functions?

No

7. Do you hold a position in a competing company, act on behalf of or for the account of a competing company, or in any other way have ties to the interests of a competing company? If so, please specify.

No

8. Do you provide services, either directly or indirectly, or maintain a significant commercial relationship with the company or with a company that is in a control or group relationship with it? If so, please specify.

No

9. Are you the beneficiary of any specific advantage granted by the company? If so, please specify.

No

10. Are you the spouse, direct relative, or relative by affinity in the direct line or up to the third degree, including the collateral line, of a person who falls under any of the situations described in items 1, 2, 4, 7, and 9 above, or the spouse of a person covered by the situation indicated in item 8?

No

¹ "For this purpose, law firms, statutory audit firms, and statutory auditors are not considered.

Dr. Eduardo Moutinho Ferreira Santos

Academic Background

- Bachelor's degree in Law – Faculdade de Direito da Universidade de Coimbra (1972-1978)

Professional Activity in the Last Five Years

- Lawyer - Practicing the profession as a self-employed professional (1981-2024)

Date of First Appointment and Term of Office:

- 2021-2024

Positions held in corporate bodies of other companies within the Ibersol Group

Does not hold any positions in other companies within the Ibersol Group.

Positions held in the corporate bodies of companies outside the Ibersol Group

In addition to serving as Vice-Chairman of the General Meeting of Ibersol, SGPS SA, he does not hold any other positions.

Number of shares held directly or indirectly in Ibersol, SGPS, S.A.

Does not hold any shares in the company.

INDEPENDENCE REQUIREMENTS ASSESSMENT QUESTIONNAIRE¹

Identify the member and the respective body to which the data in this questionnaire refer:

Eduardo Moutinho Ferreira Santos – Vice-Chairman of the Board of General Meeting

1. Do you hold a qualified shareholding equal to or greater than 2% of the company's share capital?

No

2. Have you been re-elected for more than two terms, either consecutive or non-consecutive? If so, please specify the terms.

No

3. Do you act on behalf of² or for the account of a holder of a qualified shareholding equal to or greater than 2% of the company's share capital? If so, please identify the holder of the qualified shareholding.

No

3. Is the board of directors, or any of its members, aware that the member of the supervisory body/member of the board of the general meeting [cross out what doesn't matter] is, in any way, associated with a specific interest group within the company or is in any circumstance that could affect their impartiality in analysis or decision-making³? If so, please specify.

Not applicable.

4. Is the board of directors, or any of its members, aware of any other fact that in any way affects or could affect the independence of the member of the supervisory body/member of the board of the general meeting [cross out what doesn't matter] referred to in this questionnaire? If so, please specify.

Not applicable.

Porto, 2nd May 2025

¹ Any relevant facts must be disclosed for CMVM's assessment, even if the board of directors has doubts regarding the attribution of such facts to the described consequences.

² By way of example, any current or past mandate relationship, with or without representation, between the member of the corporate body and any holder of a qualified shareholding or any natural or legal person acting on their behalf or providing any of the services referred to in the following note must be reported.

³ By way of example, the existence of any current or past employment relationship, consultancy—whether economic, financial, or legal—or any other type of service provision, mediation, agency, commercial representation, or franchise between, on one hand, the member of the corporate body and, on the other hand, any shareholder holding a qualified shareholding or any natural or legal person acting on behalf of or in the interest of that shareholder or providing the services mentioned in this note must be reported.

ASSESSMENT QUESTIONNAIRE ON THE REGIME OF INCOMPATIBILITIES

Identify the member and the respective body to which the data in this questionnaire refer:

Eduardo Moutinho Ferreira Santos – Vice-Chairman of the Board of General Meeting

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

No

2. Are you a member of the governing body of a company that is in a group or control relationship with the company? If so, please identify the relevant company(ies).

No

3. Do you hold governing or supervisory positions in five or more companies⁴?

No

4. Are you a partner in a general partnership that is in a control or group relationship with the company?

5. Are you a statutory auditor for whom an incompatibility is established under the applicable legislation?

No

6. Are you legally barred, incapacitated, insolvent, bankrupt, or convicted of a sentence that results in the prohibition, even temporarily, from exercising public functions?

No

7. Do you hold a position in a competing company, act on behalf of or for the account of a competing company, or in any other way have ties to the interests of a competing company? If so, please specify.

No

8. Do you provide services, either directly or indirectly, or maintain a significant commercial relationship with the company or with a company that is in a control or group relationship with it? If so, please specify.

No

9. Are you the beneficiary of any specific advantage granted by the company? If so, please specify.

No

10. Are you the spouse, direct relative, or relative by affinity in the direct line or up to the third degree, including the collateral line, of a person who falls under any of the situations described in items 1, 2, 4, 7, and 9 above, or the spouse of a person covered by the situation indicated in item 8?

No

Porto, 2nd May 2025

¹ "For this purpose, law firms, statutory audit firms, and statutory auditors are not considered.

Dra. Clara Maria Azevedo Rodrigues Gomes

Academic Background

- Bachelor's degree in Law – Universidade Católica Portuguesa (1983-1988)
- Postgraduate Degree in Advanced European Studies (legal focus) – College of Europe Bruges, Bélgica
- Course in Administrative Law – Instituto Nacional da Propriedade Industrial
- Course in Management - Universidade Nova de Lisboa
- Postgraduate Studies “Pagetti – Gestão de Telecomunicações e Tecnologias de Informação” – UCP, Lisboa
- Postgraduate Studies “PAERC – Programa Avançado em Economia e Regulação e Concorrência – UCP, Lisboa
- Postgraduate Studies in Real Estate Law – UCP, Porto

Professional activity in the last five years

- Partner of R. Gomes e Associados Sociedade de Advogados RL (Most common practice areas: Contract and Corporate Law, Information Technology and Telecommunications Law, Privacy and Personal Data Protection Law, Real Estate Law and Foreign Investment.
- Administrator of Machado Gomes – Sociedade Imobiliária, S.A
- Member of the Audit Committee of Banco Universo (2022/2024)

Date of First Appointment and Term of Office:

- 2021-2024

Positions held in corporate bodies of other companies within the Ibersol Group

Does not hold any positions in other companies within the Ibersol Group.

Positions held in the corporate bodies of companies outside the Ibersol Group

Member of the Board of Directors of Machado Gomes – Sociedade Imobiliária, S.A

Number of Shares held directly or indirectly in Ibersol, SGPS, S.A.

Does not hold any shares in the company.

ASSESSMENT QUESTIONNAIRE ON THE REGIME OF INCOMPATIBILITIES

Identify the member and the respective body to which the data in this questionnaire refer:

Clara Maria Azevedo Rodrigues Gomes – Secretary of the Board of General Meeting

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

No

2. Are you a member of the governing body of a company that is in a group or control relationship with the company? If so, please identify the relevant company(ies).

No

3. Do you hold governing or supervisory positions in five or more companies⁴?

No

4. Are you a partner in a general partnership that is in a control or group relationship with the company?

No

5. Are you a statutory auditor for whom an incompatibility is established under the applicable legislation?

No

6. Are you legally barred, incapacitated, insolvent, bankrupt, or convicted of a sentence that results in the prohibition, even temporarily, from exercising public functions?

No

7. Do you hold a position in a competing company, act on behalf of or for the account of a competing company, or in any other way have ties to the interests of a competing company? If so, please specify.

No

8. Do you provide services, either directly or indirectly, or maintain a significant commercial relationship with the company or with a company that is in a control or group relationship with it? If so, please specify.

No

9. Are you the beneficiary of any specific advantage granted by the company? If so, please specify.

No

10. Are you the spouse, direct relative, or relative by affinity in the direct line or up to the third degree, including the collateral line, of a person who falls under any of the situations described in items 1, 2, 4, 7, and 9 above, or the spouse of a person covered by the situation indicated in item 8?

No

⁴ "For this purpose, law firms, statutory audit firms, and statutory auditors are not considered.

INDEPENDENCE REQUIREMENTS ASSESSMENT QUESTIONNAIRE¹

Identify the member and the respective body to which the data in this questionnaire refer:

Clara Maria Azevedo Rodrigues Gomes – Secretary of the Board of General Meeting

1. Do you hold a qualified shareholding equal to or greater than 2% of the company's share capital?

No

2. Have you been re-elected for more than two terms, either consecutive or non-consecutive? If so, please specify the terms.

No

3. Do you act on behalf of² or for the account of a holder of a qualified shareholding equal to or greater than 2% of the company's share capital? If so, please identify the holder of the qualified shareholding.

No

4. Is the board of directors, or any of its members, aware that the member of the supervisory body/member of the board of general meeting [cross out what doesn't matter] is, in any way, associated with a specific interest group within the company or is in any circumstance that could affect their impartiality in analysis or decision-making³? If so, please specify.

No

5. Is the board of directors, or any of its members, aware of any other fact that in any way affects or could affect the independence of the member of the supervisory body/member of the board of general meeting [cross out what doesn't matter] referred to in this questionnaire? If so, please specify.

No

¹ Any relevant facts must be disclosed for CMVM's assessment, even if the board of directors has doubts regarding the attribution of such facts to the described consequences.

² By way of example, any current or past mandate relationship, with or without representation, between the member of the corporate body and any holder of a qualified shareholding or any natural or legal person acting on their behalf or providing any of the services referred to in the following note must be reported.

³ By way of example, the existence of any current or past employment relationship, consultancy—whether economic, financial, or legal—or any other type of service provision, mediation, agency, commercial representation, or franchise between, on one hand, the member of the corporate body and, on the other hand, any shareholder holding a qualified shareholding or any natural or legal person acting on behalf of or in the interest of that shareholder or providing the services mentioned in this note must be reported.

REMUNERATION COMMITTEE

Dr. Vitor Pratas Sevilhano

Academic Background

- Bachelor's degree in Finance— Instituto Superior de Economia
- Diploma in Hospital Administration – ENSP – Escola Nacional de Saúde Pública de Lisboa
- Certified by Manchester Business School – ITP – Internacional Teachers Program
- Cerfied by SBCE – Small Business Development Center de Winsconsin, EUA
- Cerfied by INSEAD (Fontainebleau) – Advanced Management Program and Financial

Management Program

- Certified by Henley College – Strategic Planning in Practice
- Certified by Linkage International – GILD
- PCC – Professional Certified Coach by ICF – International Coach Federation

Professional activity in the last five years

- Monitoring of certain company boards in proceedings of coaching/mentoring and training courses, especially in PBS – Porto Business School in programs for executives.

Positions held in corporate bodies of the Company

- Member of the Remuneration Committee of Ibersol,SGPS SA

Positions held in corporate bodies of other companies within the Ibersol Group

Does not hold any positions in other companies within the Ibersol Group.

Positions held in corporate bodies of companies outside the Ibersol Group

Monitoring of certain company boards in proceedings of coaching/mentoring and training courses, especially in PBS – Porto Business School in programs for executives

Number of shares held directly or indirectly in Ibersol, SGPS, S.A.

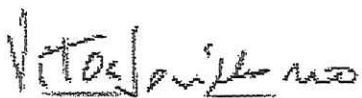
Does not hold any shares in the company.

DECLARAÇÃO

Declaro para os devidos efeitos, designadamente da Recomendação VI.2.1. do Código de Governo das Sociedades do IFCG e artº 399º do Código das Sociedades Comerciais, que, como membro proposto a integrar a Comissão de Vencimentos a ser nomeada na Assembleia Geral da Ibersol, SOPS S.A. de 2025, não incorro em qualquer das incompatibilidades a que se refere o nº 1 do artigo 414º-A do Código das Sociedades Comerciais, não se verificando igualmente qualquer circunstância susceptível de afetar a minha independência nos termos do nº 3 do artigo 414º do mesmo diploma legal.

Comprometo-me de imediato à sociedade a eventual ocorrência de qualquer facto que, no decurso da minha nomeação para esta Comissão, determine incompatibilidade ou perda de independência no âmbito das referidas normas legais.

Porto, 7 de maio de 2025



(Tradução do original em português)

STATEMENT

I hereby declare, for all due purposes, namely for the purposes of Recommendation VI.2.1 of the IFCG Corporate Governance Code and Article 399 of the Portuguese Companies Code, that, as a proposed member of the Remuneration Committee to be appointed at the 2025 General Meeting of Ibersol, SOPS S.A., I am not subject to any of the incompatibilities set out in Article 414-A(1) of the Portuguese Companies Code, nor does any circumstance exist that could affect my independence under the terms of Article 414(3) of the same legal instrument.

I further undertake to immediately inform the company of any event that, during the term of my appointment to this Committee, may result in any incompatibility or loss of independence within the scope of the aforementioned legal provisions.

Porto, 7 May 2025

INDEPENDENCE REQUIREMENTS ASSESSMENT QUESTIONNAIRE¹

Identify the member and the respective body to which the data in this questionnaire refer:

Member of the Remuneration Committee of Ibersol, SGPS, S.A.

1. Do you hold a qualified shareholding equal to or greater than 2% of the company's share capital?

No

2. Have you been re-elected for more than two terms, either consecutive or non-consecutive? If so, please specify the terms.

No

3. Do you act on behalf of² or for the account of a holder of a qualified shareholding equal to or greater than 2% of the company's share capital? If so, please identify the holder of the qualified shareholding.

No

4. Is the board of directors, or any of its members, aware that the member of the supervisory body/member of the board of the general meeting [cross out what doesn't matter] is, in any way, associated with a specific interest group within the company or is in any circumstance that could affect their impartiality in analysis or decision-making³? If so, please specify.

No

5. Is the board of directors, or any of its members, aware of any other fact that in any way affects or could affect the independence of the member of the supervisory body//member of the board of general meeting [cross out what doesn't matter] referred to in this questionnaire? If so, please specify.

No

¹ Any relevant facts must be disclosed for CMVM's assessment, even if the board of directors has doubts regarding the attribution of such facts to the described consequences.

² By way of example, any current or past mandate relationship, with or without representation, between the member of the corporate body and any holder of a qualified shareholding or any natural or legal person acting on their behalf or providing any of the services referred to in the following note must be reported.

³ By way of example, the existence of any current or past employment relationship, consultancy—whether economic, financial, or legal—or any other type of service provision, mediation, agency, commercial representation, or franchise between, on one hand, the member of the corporate body and, on the other hand, any shareholder holding a qualified shareholding or any natural or legal person acting on behalf of or in the interest of that shareholder or providing the services mentioned in this note must be reported.

ASSESSMENT QUESTIONNAIRE ON THE REGIME OF INCOMPATIBILITIES

Identify the member and the respective body to which the data in this questionnaire refer:

Member of the Remuneration Committee of Ibersol, SGPS, S.A.

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

No

2. Are you a member of the governing body of a company that is in a group or control relationship with the company? If so, please identify the relevant company(ies).

No

3. Do you hold governing or supervisory positions in five or more companies⁴?

No

4. Are you a partner in a general partnership that is in a control or group relationship with the company?

No

5. Are you a statutory auditor for whom an incompatibility is established under the applicable legislation?

No

6. Are you legally barred, incapacitated, insolvent, bankrupt, or convicted of a sentence that results in the prohibition, even temporarily, from exercising public functions?

7. Do you hold a position in a competing company, act on behalf of or for the account of a competing company, or in any other way have ties to the interests of a competing company? If so, please specify.

No

8. Do you provide services, either directly or indirectly, or maintain a significant commercial relationship with the company or with a company that is in a control or group relationship with it? If so, please specify.

No

9. Are you the beneficiary of any specific advantage granted by the company? If so, please specify.

No

10. Are you the spouse, direct relative, or relative by affinity in the direct line or up to the third degree, including the collateral line, of a person who falls under any of the situations described in items 1, 2, 4, 7, and 9 above, or the spouse of a person covered by the situation indicated in item 8?

No

¹ "For this purpose, law firms, statutory audit firms, and statutory auditors are not considered.

Dr. António Javier Dopico Grandio

Academic Background

- Honorary Professor of Facultad Economía y Empresa Universidad de A Coruña
- PHD in Economics and Business Studies
- Program de Dirección General del IESE
- Diploma de Estudios Hispanoamericanos

Professional activity in the last five years

- President of Vidisco SL.
- Advisor of Almacenes Torres y Saez S.A.
- Advisor of Beon Fashion, S.L
- Advisor Senior Aptimus Capital

Positions held in corporate bodies of Ibersol SGPS

- Member of the Remuneration Committee

Positions held in corporate bodies of other companies within the Ibersol Group

President of Vidisco, SL.

Positions held in the corporate bodies of companies outside the Ibersol Group

- Advisor of Almacenes Torres y Saez S.A.
- Advisor of Beon Fashion, S.L
- Advisor Senior Aptimus Capital

Number of Shares held directly or indirectly in Ibersol, SGPS, S.A.

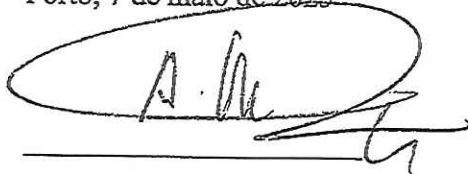
Does not hold any shares in the company.

DECLARAÇÃO

Declaro para os devidos efeitos, designadamente da Recomendação VI.2.1. do Código de Governo das Sociedades do IPCG e artº 399º do Código das Sociedades Comerciais, que, como membro proposto a integrar a Comissão de Vencimentos a ser nomeada na Assembleia Geral da Ibersol, SGPS S.A. de 2025, não incorro em qualquer das incompatibilidades a que se refere o nº 1 do artigo 414º-A do Código das Sociedades Comerciais, não se verificando igualmente qualquer circunstância suscetível de afetar a minha independência nos termos do nº 5 do artigo 414º do mesmo diploma legal.

Comunicarei de imediato à sociedade a eventual ocorrência de qualquer facto que, no decurso da minha nomeação para esta Comissão, determine incompatibilidade ou perda de independência no âmbito das referidas normas legais.

Porto, 7 de maio de 2025



(tradução do original em português)

STATEMENT

I hereby declare, for all due purposes, namely for the purposes of Recommendation VI.2.1 of the IPCG Corporate Governance Code and Article 399 of the Portuguese Companies Code, that, as a proposed member of the Remuneration Committee to be appointed at the 2025 General Meeting of Ibersol, SGPS S.A., I am not subject to any of the incompatibilities set out in Article 414-A(1) of the Portuguese Companies Code, nor does any circumstance exist that could affect my independence under the terms of Article 414(5) of the same legal instrument.

I further undertake to immediately inform the company of any event that, during the term of my appointment to this Committee, may result in any incompatibility or loss of independence within the scope of the aforementioned legal provisions.

Porto, 7 May 2025

INDEPENDENCE REQUIREMENTS ASSESSMENT QUESTIONNAIRE¹

Identify the member and the respective body to which the data in this questionnaire refer:

António J. Grandio - Remuneration Committee

1. Do you hold a qualified shareholding equal to or greater than 2% of the company's share capital?

No

2. Have you been re-elected for more than two terms, either consecutive or non-consecutive? If so, please specify the terms.

No

3. Do you act on behalf of² or for the account of a holder of a qualified shareholding equal to or greater than 2% of the company's share capital? If so, please identify the holder of the qualified shareholding.

No

4. Is the board of directors, or any of its members, aware that the member of the board of the general meeting [cross out what doesn't matter] is, in any way, associated with a specific interest group within the company or is in any circumstance that could affect their impartiality in analysis or decision-making³? If so, please specify.

No

5. Is the board of directors, or any of its members, aware of any other fact that in any way affects or could affect the independence of the member of the of the board of the general meeting [cross out what doesn't matter] referred to in this questionnaire? If so, please specify.

No

¹ Any relevant facts must be disclosed for CMVM's assessment, even if the board of directors has doubts regarding the attribution of such facts to the described consequences.

² By way of example, any current or past mandate relationship, with or without representation, between the member of the corporate body and any holder of a qualified shareholding or any natural or legal person acting on their behalf or providing any of the services referred to in the following note must be reported.

³ By way of example, the existence of any current or past employment relationship, consultancy—whether economic, financial, or legal—or any other type of service provision, mediation, agency, commercial representation, or franchise between, on one hand, the member of the corporate body and, on the other hand, any shareholder holding a qualified shareholding or any natural or legal person acting on behalf of or in the interest of that shareholder or providing the services mentioned in this note must be reported.

ASSESSMENT QUESTIONNAIRE ON THE REGIME OF INCOMPATIBILITIES

Identify the member and the respective body to which the data in this questionnaire refer:

Dr. António Javier Dopico Grandio – Remuneration Committee

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

No

2. Are you a member of the governing body of a company that is in a group or control relationship with the company? If so, please identify the relevant company(ies).

No

3. Do you hold governing or supervisory positions in five or more companies⁴?

No

4. Are you a partner in a general partnership that is in a control or group relationship with the company?

No

5. Are you a statutory auditor for whom an incompatibility is established under the applicable legislation?

No

6. Are you legally barred, incapacitated, insolvent, bankrupt, or convicted of a sentence that results in the prohibition, even temporarily, from exercising public functions?

No

7. Do you hold a position in a competing company, act on behalf of or for the account of a competing company, or in any other way have ties to the interests of a competing company? If so, please specify.

No

8. Do you provide services, either directly or indirectly, or maintain a significant commercial relationship with the company or with a company that is in a control or group relationship with it? If so, please specify.

No

9. Are you the beneficiary of any specific advantage granted by the company? If so, please specify.

No

10. Are you the spouse, direct relative, or relative by affinity in the direct line or up to the third degree, including the collateral line, of a person who falls under any of the situations described in items 1, 2, 4, 7, and 9 above, or the spouse of a person covered by the situation indicated in item 8?

No

⁴ "For this purpose, law firms, statutory audit firms, and statutory auditors are not considered.

Dr. Joaquim Alexandre de Oliveira e Silva

Academic Background

- Bachelor's degree in Economics

Professional Activity in the Last Five Years

- President of the Fiscal Board of Obra Nossa Senhoras das Candeias
- Vice-President of the Fiscal Board of Associação dos Antigos Alunos e Professores da Faculdade de Economia do Porto

Positions held in corporate bodies of Ibersol SGPS

- Member of the Remuneration Committee

Positions held in corporate bodies of other companies within the Ibersol Group

Does not hold any positions in other companies within the Ibersol Group.

Positions held in the corporate bodies of companies outside the Ibersol Group

- President of the Fiscal Board of Obra Nossa Senhoras das Candeias
- Vice-President of the Fiscal Board of Associação dos Antigos Alunos e Professores da Faculdade de Economia do Porto

Number of Shares held directly or indirectly in Ibersol, SGPS, S.A.


Does not hold any shares in the company.

DECLARAÇÃO

Declaro para os devidos efeitos, designadamente da Recomendação VI.2.1. do Código de Governo das Sociedades do IPCG e artº 399º do Código das Sociedades Comerciais, que, como membro proposto a integrar a Comissão de Vencimentos a ser nomeada na Assembleia Geral da Ibersol, SGPS S.A. de 2025, não incorro em qualquer das incompatibilidades a que se refere o nº 1 do artigo 414º-A do Código das Sociedades Comerciais, não se verificando igualmente qualquer circunstância suscetível de afetar a minha independência nos termos do nº 5 do artigo 414º do mesmo diploma legal.

Comunicarei de imediato à sociedade a eventual ocorrência de qualquer facto que, no decurso da minha nomeação para esta Comissão, determine incompatibilidade ou perda de independência no âmbito das referidas normas legais.

Porto, 7 de maio de 2025



(tradução do original em português)

STATEMENT

I hereby declare, for all due purposes, namely for the purposes of Recommendation VI.2.1 of the IPCG Corporate Governance Code and Article 399 of the Portuguese Companies Code, that, as a proposed member of the Remuneration Committee to be appointed at the 2025 General Meeting of Ibersol, SGPS S.A., I am not subject to any of the incompatibilities set out in Article 414-A(1) of the Portuguese Companies Code, nor does any circumstance exist that could affect my independence under the terms of Article 414(5) of the same legal instrument.

I further undertake to immediately inform the company of any event that, during the term of my appointment to this Committee, may result in any incompatibility or loss of independence within the scope of the aforementioned legal provisions.

Porto, 7 May 2025

INDEPENDENCE REQUIREMENTS ASSESSMENT QUESTIONNAIRE¹

Identify the member and the respective body to which the data in this questionnaire refer:

Joaquim Alexandre de Oliveira e Silva— Member of the Remuneration Committee

1. Do you hold a qualified shareholding equal to or greater than 2% of the company's share capital?

No

2. Have you been re-elected for more than two terms, either consecutive or non-consecutive? If so, please specify the terms.

No

3. Do you act on behalf of² or for the account of a holder of a qualified shareholding equal to or greater than 2% of the company's share capital? If so, please identify the holder of the qualified shareholding.

No

4. Is the board of directors, or any of its members, aware that member of the supervisory body/member of the board of the general meeting [cross out what doesn't matter] is, in any way, associated with a specific interest group within the company or is in any circumstance that could affect their impartiality in analysis or decision-making³? If so, please specify.

No

5. Is the board of directors, or any of its members, aware of any other fact that in any way affects or could affect the independence of the member of the supervisory body/member of the board of the general meeting [cross out what doesn't matter] referred to in this questionnaire? If so, please specify.

No

¹ Any relevant facts must be disclosed for CMVM's assessment, even if the board of directors has doubts regarding the attribution of such facts to the described consequences.

² By way of example, any current or past mandate relationship, with or without representation, between the member of the corporate body and any holder of a qualified shareholding or any natural or legal person acting on their behalf or providing any of the services referred to in the following note must be reported.

³ By way of example, the existence of any current or past employment relationship, consultancy—whether economic, financial, or legal—or any other type of service provision, mediation, agency, commercial representation, or franchise between, on one hand, the member of the corporate body and, on the other hand, any shareholder holding a qualified shareholding or any natural or legal person acting on behalf of or in the interest of that shareholder or providing the services mentioned in this note must be reported.

ASSESSMENT QUESTIONNAIRE ON THE REGIME OF INCOMPATIBILITIES

Identify the member and the respective body to which the data in this questionnaire refer:

Joaquim Alexandre de Oliveira e Silva– Member of the Remuneration Committee

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

No

2. Are you a member of the governing body of a company that is in a group or control relationship with the company? If so, please identify the relevant company(ies).

No

3. Do you hold governing or supervisory positions in five or more companies⁴?

No

4. Are you a partner in a general partnership that is in a control or group relationship with the company?

No

5. Are you a statutory auditor for whom an incompatibility is established under the applicable legislation?

No

6. Are you legally barred, incapacitated, insolvent, bankrupt, or convicted of a sentence that results in the prohibition, even temporarily, from exercising public functions?

No

7. Do you hold a position in a competing company, act on behalf of or for the account of a competing company, or in any other way have ties to the interests of a competing company? If so, please specify.

No

8. Do you provide services, either directly or indirectly, or maintain a significant commercial relationship with the company or with a company that is in a control or group relationship with it? If so, please specify.

No

9. Are you the beneficiary of any specific advantage granted by the company? If so, please specify.

No

10. Are you the spouse, direct relative, or relative by affinity in the direct line or up to the third degree, including the collateral line, of a person who falls under any of the situations described in items 1, 2, 4, 7, and 9 above, or the spouse of a person covered by the situation indicated in item 8?

No

⁴ "For this purpose, law firms, statutory audit firms, and statutory auditors are not considered.