

**for administrators and indicate whether or not subject to the Shareholders General Meeting.**

There is no supplementary pension or early retirement for administrators.

**p) An estimate of non-cash benefits considered as remuneration not covered above.**

There are no non-financial benefits that may be considered as remuneration, allocated to any one the board of directors members.

**q) The existence of mechanisms that prevent the executive board of directors members of contracts that undermine the rationale for the variable pay.**

Not applicable.

**II.34. Reference to the fact that the remuneration of non-executive directors of the board does not include variable components.**

The remuneration of non-executive director does not include variable components.

**II.35. Information over the policy adopted for reporting irregularities in the Company (media, people who are entitled to receive communications, treatment applicable and indication of the persons and bodies with access to information and their intervention in the procedure).**

The Company has established a policy for receiving communications, or complaints about irregularities occurred in the company. As stated in the Regulations of the Audit Committee reported on the company's website, this body "...notes written reports of irregularities that have been addressed by promoting, as appropriate, the necessary representations to the administration and auditing on them and draw up its report.". Thus, this kind of irregularities can be communicated non-anonymously to the Audit Committee, by notice to the Company addressed the Board of the Audit Committee. The company will forward the information received to the Chairman of that body, ensuring confidentiality.

## **V SECTION – SPECIALIZED COMMITTEES**

**II.36. Identification of the committee's members constituted for the purpose of assessing individual performance and overall executive board of directors members, reflection on the governance system adopted by the Company and identification of potential candidates for the job of board of director's member.**

There is established a Remuneration Committee comprising three members, Vitor Sevilhano Pratas, Amândio Mendonça da Fonseca and Don Alfonso Munk Pacin.