

81. Indication of the annual remuneration earned in aggregate and individually, by the members of the Fiscal Board of the Company

The total remuneration received by the members of the Audit Committee was 26,357.76 euros. this total breaks down as follows:

Chairman (until May) – Dr. Luzia Leonor Borges e Gomes Ferreira: 3,075.09 euros;

Chairman (from May) and Vice-Chairman until May – Dr. Joaquim Alexandre de Oliveira e Silva: 8,785.92 euros;

Vice-Chairman (from May) and Member until May - Dr. António Maria de Borda Cardoso: 8,785.92 euros

Member (from May) – Dr. Eduardo Moutinho do Santos: 5,710.83 euros

82. Indication of the annual remuneration earned by the Chairman of the Shareholders' General Meeting

Chairman of the Board – Dr. Alice de Assunção Castanho Amado: 1,333.44 euros

V. Agreements with remuneration implications

83. Contractual limitations provided for compensation payable for unfair dismissal Managers and its relationship with the variable remuneration component

No contractual limitation is envisaged for the compensation payable for unfair dismissal of a director, nor is there any indication of a relationship with the variable component of remuneration (the variable component is not stipulated in the contract).

84. Reference to the existence and description stating the sums involved, of the agreements between the company and members of the Board of Directors, providing for compensation in case of dismissal without due cause or termination of the employment relationship, following a change of control of the company.

There are no agreements between the Company and the directors or other senior managers, within the meaning of article 248-B.3 of the Securities Code, that provide for compensation in the event of resignation, unfair dismissal or termination of the employment relationship following a change of control of the company.

VI. Share Plans and Stock Option Plans

85. Identification of the plan and recipients

There are no share or share option schemes in force.

86. Plans functioning.

The Company does not have any share or share option scheme.

87. Option rights granted to acquire shares (stock options) where the beneficiaries are company employees

No share options have been allocated to workers or employees of the Company.

88. Control mechanisms in any system of employee participation in the capital.

Not applicable.