

*Non-binding translation
For information purposes only*

Appendix to Proposal n.º 4

Preparatory Information Shareholders' General Meeting

(Article 289, paragraph 1 d) of the Code of Commercial Companies and

Article 21-C, paragraph 2 of the Securities Code)

BOARD OF THE SHAREHOLDERS' GENERAL MEETING

Manuel Eugénio Pimentel Cavaleiro Brandão

Birth date

6th of June of 1946.

Educational qualifications Academic Curriculum

- Degree in law from the University of Coimbra;
- Attendance of the postgraduate Course in European Studies (University of Coimbra).

Professional experience

Lawyer (admitted to the Bar Association in 1972)
Partner of "PLMJ Advogados, S.P., R.L."

Offices held in other entities

Has carried on during the past 5 years, or still carries on, the following activities:

- Chairman of the Shareholders' General Meeting of "LEICA – APARELHOS ÓPTICOS DE PRECISÃO, S.A." (desde 2006);
- Chairman of the Shareholders' General Meeting of "SONAE, SGPS, S.A.";
- Chairman of the Shareholders' General Meeting of "SONAE Capital, SGPS, S.A.";
- Chairman of the Shareholders' General Meeting of "SONAE Investimentos, SGPS, S.A.";
- Chairman of the Shareholders' General Meeting of "DELABIE, S.A.";
- Chairman of the Shareholders' General Meeting of "APFS – ASSOCIAÇÃO PORTUGUESA DE FACILITY SERVICES";
- Chairman of the Shareholders' General Meeting of "ALTRI – SGPS, S.A.";
- Chairman of the Shareholders' General Meeting of "COFINA – SGPS, S.A.";
- Chairman of the Shareholders' General Meeting of "F. Ramada – INVESTIMENTOS, SGPS, S.A.";
- Vice-Chairman of the Shareholders' General Meeting of "BANCO BPI, S.A." (2007 -

2016);

- Member of the Board of FUNDAÇÃO DE SERRALVES (until 31.12.2018).
- Member of the European Economic and Social Committee (1990 - 2011).
- Member of the Ministry of Labour's Labour Relations White Paper Commission (Comissão do Livro Branco das Relações Laborais - CLBRL) – 2006-2007.
- Member of Oporto Council of the Bar Association (1984-1989) and of the General Council of the Bar Association (1990-1992 e 2002-2004).
- Chairman (2006) and Vice-Chairman (2004 e 2005) of CCBE (Council of Bars and Law Societies of Europe).
- Has carried on or still carries on functions in social solidarity institutions (Board Member of the “Ordem da Trindade”, since 1981); of economical nature (Board of the Commercial Association of Oporto – 1992-2004); of sportive nature (“Club de Golf de Miramar”, Portuguese Golf Federation and Golf Association of the North of Portugal); of cultural nature (Board of “FUNDAÇÃO DE SERRALVES”; Board of “Sociedade PORTO 2001”; Chairman of the General Board of “CULTURPORTO” until 2005).

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

Annex I
Assessment of the Independence Criteria¹

Identify the member and the respective body to which the data of this questionnaire refers to:

Manuel Eugénio Pimentel Cavaleiro Brandão - Chairman of the Shareholders' General Meeting

1. Are you holder of a qualified shareholding of 2% or more of share capital of the company? No.
2. Were you re-elected for two or more mandates, either consecutive or otherwise? If the answer is yes please detail the mandates.
No.
3. Do you act for, or on behalf², of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.
No.
4. The Board of Directors, or any of its members, has knowledge that the ~~member of the statutory audit board~~/member of the board of the shareholders' general meeting [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process³? If the answer is yes, please detail.
No.
5. The Board of Directors, or any of its members, has knowledge of any other fact that, in any manner, can or may affect the independence of the ~~member of the statutory audit board~~/member of the board of the shareholders' general meeting [delete the nonapplicable] to which this questionnaire refers to? If the answer is yes, please detail. No.

1. It should be mentioned any relevant facts for CMVM's assessment even if the board of directors has doubts on the consequences applicable to any such facts.
2. As way of example, it should be disclosed the existence of any actual or past existence of any mandate relationship with or without representation between the member of the statutory governing body and any holder of a qualified shareholding or any individual or legal person who acts on his/her/it behalf or that renders him/her/it the services provided in the following note.
3. By way of example, it should be reported any other type of relationships, the actual or past existence of a labour contract, or provision of services, namely economic, financial or legal as well as any other type of services, mediation, agency, commercial representation or franchise between, on one hand, the member of the statutory governing body and, on the other, any shareholder holder of a qualified shareholding or any other individual or legal person who acts on behalf or for the interest of such participant or provide him/her/it the services referred to in this note.

Annex II
Assessment of the incompatibility regime

Identify the member and the respective body to which the data of this questionnaire refers to:

Manuel Eugénio Pimentel Cavaleiro Brandão – Chairman of the Shareholders' General Meeting

1. Are you a member of the company's management body?
No
2. Are you member of the management body of any company that controls or that is controlled by the Company? If the answer is yes, please identify the company(ies).
No.
3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies⁴?
No.
4. Are you a shareholder of a company ("sociedade em nome coletivo") that controls or that is controlled by the Company?
No.
5. Are you a public certified accountant in relation to which there is an incompatibility arising from the applicable law?
No.
6. Have you been interdicted, inhibited, declared insolvent or bankrupt, or convicted to a penalty that leads to the interdiction, even if temporary, of the exercise of public roles? No.
7. Do you exercise functions in a competing company, or do you act in the name or on behalf of a competing company or are you in way bound by the interests of the competing company? If the answer is yes, please detail.
No.
8. Do you provide, directly or indirectly, services or do you maintain a significant commercial relationship with the Company or with any company which controls or is controlled by the Company? If the answer is yes, please detail.
No.
9. Law firms, statutory external auditors' companies and statutory external auditors

should not be considered. 9. Have you received any particular advantage from the Company? If the answer is yes, please detail.

No.

10. Are you married or do you hold any family relationship, as relative or as a kind, up to third degree, to any person who is included in numbers 1,2,4,7 and 9 above or are you married to a person be included in number 8?

No.

4. Law firms, statutory external auditors' companies and statutory external auditors should not be considered.

30th March 2020

Manuel Eugénio Pimentel Cavaleiro Brandão

Maria da Conceição Henriques Fernandes Cabaços

Birth date

16th of August of 1963.

Educational qualifications

Degree in Law from the Oporto Portuguese Catholic University;
Postgraduate degree in Securities Law, University of Lisbon Law School.

Professional experience

Lawyer (admitted to the Bar Association in 1988)
Parter of “PLMJ Advogados, S.P., R.L.”.

Offices held in other entities

Has carried on during the past 5 years, or still carries on, the following activities:

- Secretary of the Shareholders' General Meeting of “ATEP – Amkor Technology Portugal, S.A.”;
- Secretary of the Shareholders' General Meeting of “SONAE, SGPS, S.A.”;
- Secretary of the Shareholders' General Meeting of “SONAE Capital, SGPS, S.A.”;
- Secretary of the Shareholders' General Meeting of “SONAE Investimentos, SGPS, S.A.”;
- Secretary of the Shareholders' General Meeting of “DELABIE, S.A.”;
- Secretary of the Shareholders' General Meeting of “ALTRI – SGPS, S.A.”;
- Secretary of the Shareholders' General Meeting of “COFINA – SGPS, S.A.”;
- Secretary of the Shareholders' General Meeting of “F. Ramada – Investimentos, SGPS, S.A.”.

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

Annex I
Assessment of the Independence Criteria¹

Identify the member and the respective body to which the data of this questionnaire refers to:

Maria da Conceição Henriques Fernandes Cabaços – Secretary of the Shareholders' General Meeting

6. Are you holder of a qualified shareholding of 2% or more of share capital of the company? No.
7. Were you re-elected for two or more mandates, either consecutive or otherwise? If the answer is yes please detail the mandates.
No.
8. Do you act for, or on behalf², of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.
No.
9. The Board of Directors, or any of its members, has knowledge that the ~~member of the statutory audit board~~/member of the board of the shareholders' general meeting [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process³? If the answer is yes, please detail.
No.
10. The Board of Directors, or any of its members, has knowledge of any other fact that, in any manner, can or may affect the independence of the ~~member of the statutory audit board~~/member of the board of the shareholders' general meeting [delete the nonapplicable] to which this questionnaire refers to? If the answer is yes, please detail. No.

1. It should be mentioned any relevant facts for CMVM's assessment even if the board of directors has doubts on the consequences applicable to any such facts.
2. As way of example, it should be disclosed the existence of any actual or past existence of any mandate relationship with or without representation between the member of the statutory governing body and any holder of a qualified shareholding or any individual or legal person who acts on his/her/it behalf or that renders him/her/it the services provided in the following note.
3. By way of example, it should be reported any other type of relationships, the actual or past existence of a labour contract, or provision of services, namely economic, financial or legal as well as any other type of services, mediation, agency, commercial representation or franchise between, on one hand, the member of the statutory governing body and, on the other, any shareholder holder of a qualified shareholding or any other individual or legal person who acts on behalf or for the interest of such participant or provide him/her/it the services referred to in this note.

Annex II
Assessment of the incompatibility regime

Identify the member and the respective body to which the data of this questionnaire refers to:

Maria da Conceição Henriques Fernandes Cabaços – Secretary of the Shareholders' General Meeting

1. Are you a member of the company's management body?
No
2. Are you member of the management body of any company that controls or that is controlled by the Company? If the answer is yes, please identify the company(ies).
No.
3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies⁴?
No.
4. Are you a shareholder of a company ("sociedade em nome coletivo") that controls or that is controlled by the Company?
No.
5. Are you a public certified accountant in relation to which there is an incompatibility arising from the applicable law?
No.
6. Have you been interdicted, inhibited, declared insolvent or bankrupt, or convicted to a penalty that leads to the interdiction, even if temporary, of the exercise of public roles? No.
7. Do you exercise functions in a competing company, or do you act in the name or on behalf of a competing company or are you in way bound by the interests of the competing company? If the answer is yes, please detail.
No.
8. Do you provide, directly or indirectly, services or do you maintain a significant commercial relationship with the Company or with any company which controls or is controlled by the Company? If the answer is yes, please detail.
No.

9. Law firms, statutory external auditors' companies and statutory external auditors should not be considered. 9. Have you received any particular advantage from the Company? If the answer is yes, please detail.

No.

10. Are you married or do you hold any family relationship, as relative or as a kind, up to third degree, to any person who is included in numbers 1,2,4,7 and 9 above or are you married to a person be included in number 8?

No.

4. Law firms, statutory external auditors' companies and statutory external auditors should not be considered.

30th March 2020

Maria da Conceição Henriques Fernandes Cabaços

BOARD OF DIRECTORS

Ângelo Gabriel Ribeirinho dos Santos Paupério

Birth date

14 September 1959

Educational qualifications

1977- 1982 - Degree in Civil Engineering - University of Porto

1988 – 1989 - Master in Business Administration - Porto Business School

Professional experience

1982-1984 - Structural Design Project Manager (Civil Engineering) - Tecnopor

1984-1989 - Senior officer - EDP - Eletricidade de Portugal

1989-1991 - Leader for the Television Project Team- Sonae Tecnologias de Informação, SA

1989-2007 - Member of the Board of Directors - Modelo Continente Hipermercados, SA

1991-1994 - Manager of Planning and Control Dept. - Sonae Investimentos, SA (currently Sonae – SGPS, SA)

1994-1996 - Director of several Sonae Distribuição owned companies – Retail - Sonae Distribuição, SGPS, SA (currently Sonae MC, SGPS, SA)

1996-2007 - CFO Sonae Distribuição, SGPS, SA (currently Sonae MC, SGPS, SA)

1996-2007 - Executive Director Sonae Capital, SGPS, SA

2000-2007 - Executive Member of the Board of Directors, CFO and Member of the Finance Committee Sonae - SGPS, SA

2004-2009 – Member of the Board of Directors of MDS- Corretor de Seguros, SA

2005-2016 - Executive Member of the Board of Directors Sonae Investments BV

2006-2016 - Executive Member of the Board of Directors Sontel BV

2007/April 2015 - Executive Vice-Chairman of Sonae – SGPS, SA

Since 2007 - Executive Chairman of the Board of Directors of Sonaecom SGPS SA

2007/March 2018 - Member of the Board of Directors (Chairman of the Board of Directors since October 2014) of MDS, SGPS, SA

2010-2016 - Chairman of the Board of Directors - Sonaerp – Retail Properties, SA

2010-2016 - Vice-Chairman of the Board of Directors Sonae – Specialized Retail, SGPS, SA (Merger Sonae MC – Modelo Continente, SGPS, SA)

2010-2016 - Chairman of the Board of Directors MDS Auto – Mediação de Seguros, SA

2010-2016 - Member of the Superior Counsel - Universidade Católica Portuguesa

2010-2018 - Member of the Board of Directors - Sonae Center Serviços II, SA (currently Sonae MC – Serviços Partilhados, SA)

2011-2015 - Member of the Superior Counsel - Porto Business School

2012-2016 - Chairman of the Board of Directors - Sonaecom - Serviços Partilhados, SA

2013-2016 - Chairman of the Board of Directors - Sonae RE, SA

2013-2016 - Chairman of the Board of Directors - Sonaegest – Sociedade Gestora de Fundos de Investimento, SA

Positions Currently Held

Offices held in companies in which Sonaecom is a shareholder

Since 2017 - Chairman of the Board of Directors of SONAE INVESTMENT MANAGEMENT - SOFTWARE AND TECHNOLOGY, SGPS, S.A.

Since 2012 - Member of the Board of Directors of ZOPT, SGPS, S.A.

Since 2007 - Chairman of the Board of Directors of Público - Comunicação Social, S.A.

Since January 2020 - Chairman of the Board of Directors of NOS, SGPS, S.A. (since 2013 Non-Executive Member of the Board of Directors)

Since 2013 - Chairman of the Remuneration Committee of NOS, SGPS, S.A.

Offices held in other entities

Since April 2019 - Non-Executive Member of the Board of Directors of Sonae, SGPS, S.A. (Co-CEO - April 2015 to April 2019)

Since 2018 - Member of the Board of Directors of Efanor Investimentos, SGPS, SA

Since 2018 - Chairman of the Board of Directors of Sonae Holdings, SA (previously Sonaecenter, Serviços SA)

Since 2009 - Chairman of the Board of Directors of MODELO CONTINENTE, SGPS, S.A.

Since 2018 - Chairman of the Board of Directors of Sonae MC, SGPS, S.A. (since 2017 Member of the Board of Directors)

Since 2007 - Membro não executivo do Conselho de Administração da Sonae Sierra, SGPS, S.A.

Since 2018 - Vice-Presidente do Conselho de Administração da Iberian Sports Retail Group, S.L.

Since December 2019 - Membro Não-Executivo do Conselho de Administração da Sonae Capital SGPS, S.A.

Since 2019 - Member of the Board of Directors of Sonae FS, S.A.

Since 2009 - Member of the Board of Directors of Love Letters – Galeria de Arte, S.A.

Since 2008 - Chairman of the Board of Directors of Enxomil - Consultoria e Gestão, S.A.

Since 2004 - Chairman of the Board of Directors of Enxomil - Sociedade Imobiliária, S.A.

Since 2019 - Member of the Board of Directors of Fundação Manuel Cargaleiro

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

Maria Cláudia Teixeira de Azevedo

Birth date

13 January 1970

Educational qualifications

July 1994 – Degree in Management, Universidade Católica of Oporto (1989-1994).

July 2000 - MBA in INSEAD, Fontainebleau, France - (September 1999 to July 2000).

Professional experience and Positions Currently Held

Since 1990 Chairman of the Board of Directors of Imparfin – Investimentos e Participações Financeiras, SA

Since 1992 Member of the Board of Directors of Efanor - Investimentos, SGPS, SA

Since 2000 Chairman of the Board of Directors of Linhacom, SGPS, SA

Since 2002 Chairman of the Board of Directors of Praça Foz – Sociedade Imobiliária, SA

Since 2006 Member of the Board of Directors of SONAECOM – SGPS, SA

Since 2008 Member of the Board of Directors of Efanor – Serviços de Apoio à Gestão, SA

Since 2009 Member of the Board of Directors of Público – Comunicação Social, SA

Since 2011 Member of the Board of Directors of Sonae Capital, SGPS, SA

Since 2011 Director of Sekiwi, SGPS, SA

Since 2012 Member of the Board of Directors of ZOPT, SGPS, SA

Since 2013 Member of the Board of Directors of NOS, SGPS, SA

Since 2018 Chairman of the Board of Directors of Sonae MC, SGPS, SA

Since 2018 Member of the Board of Directors of Sonae Holdings, SA

Since 2018 Member of the Board of Directors of Sonae Sierra, SGPS, SA (Chairman of the Board of Directors since May 2019)

Since 2018 Member of the Board of Directors of Sonae Investment Management – Software and Technology, SGPS, SA

Since 2018 Member of the Board of Directors of Vistas da Foz – Sociedade Imobiliária, SA

Since 2018 Member of the Board of Directors of Setimanale, SGPS, SA

Since 2018 Member of the Board of Directors of Casa Agrícola de Ambrões, SA

Since 2018 Member of the Board of Directors of Realejo – Sociedade Imobiliária, SA

Since 2018 Member of the Board of Directors and of Executive Committee of Fundação Belmiro de Azevedo

2018-2019 Member of the Board of Directors of BA – Business Angels, SGPS, SA

2018-2019 Member of the Board of Directors of BA – Capital, SGPS, SA

Since 2019 Member of the Board of Directors and CEO of SONAE, SGPS, S.A.

Since 2019 Member of the Board of Directors of Sonae FS, SA

Positions Currently Held

Offices held in companies in which Sonaecom is a shareholder

Since 2002 - Membro do Conselho de Administração da Sonae Investment Management – Software and Technology, SGPS, SA

Since 2009 - Membro do Conselho de Administração da Público – Comunicação Social, SA

Since 2012 - Membro do Conselho de Administração da ZOPT, SGPS, SA

Since 2013 - Membro do Conselho de Administração da NOS, SGPS, SA

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

João Pedro Magalhães da Silva Torres Dolores

Birth date

21 December 1980

Educational qualifications

08/2007 – 07/2009 - MBA - London Business School, Londres (Reino Unido)

05/2004 – 10/2004 - Pós-Graduação em Gestão - New York University, Nova Iorque (Estados Unidos da América)

09/1998 – 07/2003 - Licenciatura em Economia, Faculdade de Economia, Universidade do Porto

Professional experience

07/2016 – 12/2018 - Strategy Professor - Executive MBA Porto Business School, Porto (Portugal)

09/2015 – 10/2018 - Head of Group Strategy, Planning and Control Sonae - SGPS, S.A., Porto (Portugal)

04/2014 – 09/2015 - Head of Corporate Strategy Sonae - SGPS, S.A., Porto (Portugal)

01/2013 – 04/2014 - Head of Business Unit Cloud Portugal Telecom, Lisbon (Portugal)

02/2011 – 01/2013 - Manager - Innovation Management Portugal Telecom, Lisbon (Portugal)

10/2009 – 01/2011 - Associate McKinsey & Company, Lisbon (Portugal)

04/2005 – 07/2007 - Business Analyst McKinsey & Company, Lisbon (Portugal)

10/2003 – 12/2004 - Brand Manager JW Burmester, S.A., Nova Iorque (Estados Unidos da América)

Offices held in companies in which Sonaecom is a shareholder

Since 2016 - Member of the Board of Directors of NOS - SGPS, S.A.

Positions Currently Held

Since 2019 - Executive Board Member of SONAECON, SGPS, S.A.

Since 2019 - Executive Board Member of Sonae-SGPS, SA

Since 2018 - Executive Board Member of Sontel BV

Since 2018 - Executive Board Member of Sonae Investments BV

Since 2018 - Executive Board Member of Sonae Holdings, SA (previously Sonaecenter – Serviços, SA)

Since 2018 - Executive Board Member of Sonae Corporate, SA

Since 2018 - Non-Executive Board Member of Sonae MC, SGPS, SA

Since 2019 - Non-Executive Board Member of SFS – Financial Services, IME, SA

Since 2019 - Non-Executive Board Member of Sonae Sierra, SGPS, SA

Since 2019 - Non-Executive Board Member of Sonae FS, S.A.

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

Eduardo Santos Piedade

Birth date

03 April 1978

Educational qualifications

1996 – 2001 - Degree in Business Administration, Faculdade de Economia da Universidade do Porto

2006 – 2008 - MBA Degree with distinction – Concentration in Strategy, London Business School.

Professional experience

Since 2019 - Executive Board Member of SONAECONOM, SGPS, S.A.

2018-2019 - Chairman of the Board of Directors of WE DO CONSULTING - SISTEMAS DE INFORMAÇÃO, S.A.

2018-2019 - Chairman of the Board of Directors of WE DO TECHNOLOGIES AMERICAS, INC

2018-2019 - Chairman of the Board of Directors of WE DO TECHNOLOGIES EGYPT LLC

2018-2019 - Chairman of the Board of Directors of WE DO TECHNOLOGIES LIMITED (UK)

2018-2019 - Chairman of the Board of Directors of WE DO TECHNOLOGIES ESPAÑA - SISTEMAS DE INFORMACIÓN S.L.

2018-2019 - Chairman of the Board of Directors of WE DO TECHNOLOGIES MÉXICO S.DE R.L. DE C.V.

2018-2019 - Chairman of the Board of Directors of Saphety Level – Trusted Services, S.A.

2018-2019 - Gerente General - Saphety – Transacciones Electrónicas S.A.S.

2011- 2018 - Secretary to the Board of Directors and Executive Committee Head of Investment Management, Portugal - Sonae – SGPS, S.A.

2011- 2018 - Member of the Board of Directors of Tlantic B.V.

2011- 2018 - Member of the Board of Directors of Maxmat

2011- 2015 - Member of the Board of Directors of GeoStar

2008-2011 - Strategic Planning Manager, Portugal - Sonae – SGPS, S.A.

2005 – 2006 - Mergers & Acquisitions Manager, Portugal / Brazil - MODELO CONTINENTE – SONAE's sub-holding for the Retail Sector

2003-2004 - Corporate Strategy Senior Analyst, Portugal - MODELO CONTINENTE – SONAE's sub-holding for the Retail Sector

2001-2003 - Controller – Brazilian Division, Portugal / Brazil - MODELO CONTINENTE – SONAE's sub-holding for the Retail Sector

Offices held in companies in which Sonaecom is a shareholder

Since 2018 - CEO of SONAE INVESTMENT MANAGEMENT - SOFTWARE AND TECHNOLOGY, SGPS, S.A. (Executive Member of the Board of Directors since 2015)

Since 2018 - Chairman of the Board of Directors of SONAECOM – SERVIÇOS PARTILHADOS, S.A.

Since 2018 - Chairman of the Board of Directors of INOVRETAIL, S.A.

Since 2019 - Chairman of the Board of Directors of INOVRETAIL ESPAÑA, S.L.

Since 2018 - Chairman of the Board of Directors of BRIGHT DEVELOPMENT STUDIO, S.A.

Since 2018 - Chairman of the Board of Directors of SONAECOM CYBER SECURITY AND INTELLIGENCE SERVICES, SGPS, S.A.

Since 2018 - Chairman of the Board of Directors of S21SEC PORTUGAL - CYBER SECURITY SERVICES, S.A.

Since 2018 - Chairman of the Board of Directors of GRUPO S21 SEC GESTION, S.A.

Since 2018 - Chairman of the Board of Directors of S21 SEC INFORMATION SECURITY LABS, - S.U.L.

Since 2018 - Chairman of the Board of Directors of S21 SEC, S.A. DE C.V.

Since 2018 - Chairman of the Board of Directors of MEXTEL, S.A.

Since 2018 - Chairman of the Board of Directors of DIGITMARKET – SISTEMAS DE INFORMAÇÃO, S.A.

Since 2018 - Chairman of the Board of Directors of PRAESIDIUM SERVICES LIMITED

Since 2018 - Member of the Board of Directors of Style Sage, Inc.

Since 2018 - Member of the Board of Directors of CIValue Systems Ltd

Since 2018 - Chairman of the Board of Directors of EXCELLIUM, GROUP, S.A.

Since 2018 - Member of the Board of Directors of EXCELLIUM, SERVICES, S.A.

Since 2018 - Member of the Board of Directors of Visenze, Pte LTD

Since 2017 - Member of the Board of Directors of OMETRIA, LTD.

Since 2018 - Board Observer of NEXTAIL Labs Inc.

Since 2019 - Member of the Board of Directors of Daisy Intelligence Corporation

Since 2019 - Member of the Board of Directors of Context-based 4 Casting (C-B4) LTD

Since 2020 - Member of the Board of Directors of Sales Layer Tech, S.L.

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

Cristina Maria de Araújo de Freitas Novais

Birth date

07 May 1977

Educational qualifications

1995 – 2000 Degree in Economics at Faculdade de Economia da Universidade do Porto

Professional experience

2000 - 2004 Financial auditor - Arthur Andersen/ Deloitte
2004 - 2008 Financial Controller - Optimus Comunicações, S.A.
2008 - 2013 Manager of Planning and Control department in Sonaecom Group
2013 - 2020 Head of Planning and Control department in Sonaecom Group
2018 - 2020 Head of Financial Department in Sonaecom Group

Offices held in companies in which Sonaecom is a shareholder

Since 2019 Board member of Bright Development Studio, S.A.
Since 2019 Board member of DIGITMARKET - Sistemas de Informação, S.A.
Since 2018 Board member of INOVRETAIL, S.A.
Since 2018 Board member of S21Sec Portugal - Cybersecurity Services, S.A.
Since 2019 Secretary of the General Meeting of Sonae IM - Software and Technology, SGPS, S.A.
Since 2019 Secretary of the General Meeting of Bright Ventures, SCR, S.A.
Since 2019 Secretary of the General Meeting of SONAECOM - Serviços Partilhados, S.A.
Since 2019 Secretary of the General Meeting of SONAECOM - Cyber Security and Intelligence, SGPS, S.A.
Since 2019 Secretary of the General Meeting of PÚBLICO - Comunicação Social, S.A.
Since 2019 Secretary of the General Meeting of PCJ - Publico, Comunicação e Jornalismo, S.A.
Since 2019 Secretary of the General Meeting of SIRS - Sociedade Independente de Radiodifusão Sonora, S.A.
Mar- Oct 2019 Secretary of the General Meeting of Bright Development Studio, S.A.
Mar- Oct 2019 Secretary of the General Meeting of DIGITMARKET - Sistemas de Informação, S.A.

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

STATUTORY AUDIT COMMITTEE

João Manuel Gonçalves Bastos

Birth date

23 April 1958

Curriculum Académico

Degree in Economics at Faculdade de Economia da Universidade do Porto (1976-1981)

Professional experience

1981-1984	Teacher of Macroeconomics at Faculdade de Economia da Universidade do Porto
1982-1984	Commercial department in Crédit Lyonnais
1984-1986	Development and Planning department in Sonae Group
1986-1987	Assistant of the Board in Focor Group
1987 – 1998	CFO and member of the Board of several participated companies in Figest Group
1998 – 2007	Senior Manager and member of the Board of several participated companies in Sonae Group

Offices held in other entities in the last five years

Shareholder and President of the Board of Arcádia Group

President of the Statutory Audit Committee of Irmãos Vila Nova, SP

President of the Statutory Audit Committee of Modelo – Distribuição de Materiais de Construção S.A.

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

Annex I
Assessment of the Independence Criteria¹

Identify the member and the respective body to which the data of this questionnaire refers to:

João Manuel Gonçalves Bastos - Chairman of the Statutory Audit Committee

1. Are you holder of a qualified shareholding of 2% or more of share capital of the company? No.
2. Were you re-elected for two or more mandates, either consecutive or otherwise? If the answer is yes please detail the mandates.
No.
3. Do you act for, or on behalf², of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.
No.
4. The Board of Directors, or any of its members, has knowledge that the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process³?
If the answer is yes, please detail.
No.
5. The Board of Directors, or any of its members, has knowledge of any other fact that, in any manner, can or may affect the independence of the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the nonapplicable] to which this questionnaire refers to? If the answer is yes, please detail.
No.

1. It should be mentioned any relevant facts for CMVM's assessment even if the board of directors has doubts on the consequences applicable to any such facts.

2. As way of example, it should be disclosed the existence of any actual or past existence of any mandate relationship with or without representation between the member of the statutory governing body and any holder of a qualified shareholding or any individual or legal person who acts on his/her/it behalf or that renders him/her/it the services provided in the following note.

3. By way of example, it should be reported any other type of relationships, the actual or past existence of a labour contract, or provision of services, namely economic, financial or legal as well as any other type of services, mediation, agency, commercial representation or franchise between, on one hand, the member of the statutory governing body and, on the other, any shareholder holder of a qualified shareholding or any other individual or legal person who acts on behalf or for the interest of such participant or provide him/her/it the services referred to in this note.

Annex II
Assessment of the incompatibility regime

Identify the member and the respective body to which the data of this questionnaire refers to:

João Manuel Gonçalves Bastos – Chairman of the Statutory Audit Committee

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

No

2. Are you member of the management body of any company that controls or that is controlled by the Company? If the answer is yes, please identify the company(ies).

No.

3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies⁴?

No.

4. Are you a shareholder of a company ("sociedade em nome coletivo") that controls or that is controlled by the Company?

No.

5. Are you a public certified accountant in relation to which there is an incompatibility arising from the applicable law?

No.

6. Have you been interdicted, inhibited, declared insolvent or bankrupt, or convicted to a penalty that leads to the interdiction, even if temporary, of the exercise of public roles? No.

7. Do you exercise functions in a competing company, or do you act in the name or on behalf of a competing company or are you in way bound by the interests of the competing company? If the answer is yes, please detail.

No.

8. Do you provide, directly or indirectly, services or do you maintain a significant commercial relationship with the Company or with any company which controls or is controlled by the Company? If the answer is yes, please detail.

No.

9. Have you received any particular advantage from the Company? If the answer is yes, please detail.

No.

10. Are you married or do you hold any family relationship, as relative or as a kind, up to third degree, to any person who is included in numbers 1,2,4,7 and 9 above or are you married to a person be included in number 8?

No.

4. Law firms, statutory external auditors' companies and statutory external auditors should not be considered.

30th March 2020

João Manuel Gonçalves Bastos

Maria José Martins Lourenço da Fonseca

Birth date

4 September 1957

Educational qualifications

- 1984 Degree in Economics at Faculdade de Economia da Universidade do Porto - Doutor António José Sarmento Prize
- 1987 Post graduate Program in European Studies at the European Studies Center, Universidade Católica Portuguesa
- 1992 Participation in the Young Managers Programme at European Institute of Business Administration, Fontainebleau.
- 2002 Master in Business and Administration at Faculdade de Economia da Universidade do Porto
- 2015 PhD in Business and Administration at Faculdade de Economia da Universidade do Porto

Professional experience

- 1984-1985 Invited Assistant at Faculdade de Economia da Universidade do Porto - Microeconomics
- 1985-1990 Technician in the Department of Economic Studies and Planning at BPI - Banco Português de Investimento, S.A.
- 1990-1992 Senior Analyst at the Corporate Banking Department at BPI - Banco Português de Investimento, S.A.
- 1991-1999 Invited Assistant at Faculdade de Economia da Universidade do Porto - Accounting area
- 1992-1996 Vice-manager at the Corporate Banking Department at BPI - Banco Português de Investimento, S.A.
- 1996-2006 Cooperation with the Portuguese Institute of Statutory Auditors (OROC) as trainer for the External Auditor Preparatory Course
- Since 1996 Lecturer at Católica Porto Business School (Universidade Católica Portuguesa)- Accounting area. Director of the Master's Degree in Auditing and Taxation, since 2017
- 2002-2008 Cooperation with the Certified Public Accountant Association (OTOC) in the field of professional formation
- 2008-2009 Cooperation with the Portuguese Institute of Statutory Auditors (OROC) in the field of professional formation
- Since 2008 Consulting activity through the Centro de Estudos de Gestão e Economia Aplicada (CEGEA) of Católica Porto Business School (Universidade Católica Portuguesa)
- 2015 Member of the Selection Board for the Oral Test for External Auditor (ROC)

2015-2019 Cooperation with the Portuguese Institute of Statutory Auditors (OROC) as
trainer for the External Auditor Preparatory Course

Offices held in other entities in the last five years

President of the Statutory Audit Committee of Sonae SGPS, S.A.

Member of the Statutory Audit Committee of Sonae MC SGPS, S.A.

Member of the Statutory Audit Committee of Ibersol SGPS, S.A.

President of the Statutory Audit Committee of SDSR - Sports Division SR, S.A.

President of the Statutory Audit Committee of AEGE - Associação para a Escola de Gestão
Empresarial

Lecturer at Católica Porto Business School (Universidade Católica Portuguesa)

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

Annex I
Assessment of the Independence Criteria¹

Identify the member and the respective body to which the data of this questionnaire refers to:

Maria José Martins Lourenço da Fonseca – Member of the Statutory Audit Committee

1. Are you holder of a qualified shareholding of 2% or more of share capital of the company? No.
2. Were you re-elected for two or more mandates, either consecutive or otherwise? If the answer is yes please detail the mandates.
No.
3. Do you act for, or on behalf², of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.
No.
4. The Board of Directors, or any of its members, has knowledge that the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process³? If the answer is yes, please detail.
No.
5. The Board of Directors, or any of its members, has knowledge of any other fact that, in any manner, can or may affect the independence of the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the nonapplicable] to which this questionnaire refers to? If the answer is yes, please detail. No.
 1. It should be mentioned any relevant facts for CMVM's assessment even if the board of directors has doubts on the consequences applicable to any such facts.
 2. As way of example, it should be disclosed the existence of any actual or past existence of any mandate relationship with or without representation between the member of the statutory governing body and any holder of a qualified shareholding or any individual or legal person who acts on his/her/it behalf or that renders him/her/it the services provided in the following note.
 3. By way of example, it should be reported any other type of relationships, the actual or past existence of a labour contract, or provision of services, namely economic, financial or legal as well as any other type of services, mediation, agency, commercial representation or franchise between, on one hand, the member of the statutory governing body and, on the other, any shareholder holder of a qualified shareholding or any other individual or legal person who acts on behalf or for the interest of such participant or provide him/her/it the services referred to in this note.

Annex II
Assessment of the incompatibility regime

Identify the member and the respective body to which the data of this questionnaire refers to:

Maria José Martins Lourenço da Fonseca - Member of the Statutory Audit Committee

1. Are you a member of the company's management body?
No
2. Are you member of the management body of any company that controls or that is controlled by the Company? If the answer is yes, please identify the company(ies).
No.
3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies⁴?
No.
4. Are you a shareholder of a company ("sociedade em nome coletivo") that controls or that is controlled by the Company?
No.
5. Are you a public certified accountant in relation to which there is an incompatibility arising from the applicable law?
No.
6. Have you been interdicted, inhibited, declared insolvent or bankrupt, or convicted to a penalty that leads to the interdiction, even if temporary, of the exercise of public roles? No.
7. Do you exercise functions in a competing company, or do you act in the name or on behalf of a competing company or are you in way bound by the interests of the competing company? If the answer is yes, please detail.
No.
8. Do you provide, directly or indirectly, services or do you maintain a significant commercial relationship with the Company or with any company which controls or is controlled by the Company? If the answer is yes, please detail.
No.
9. Have you received any particular advantage from the Company? If the answer is yes, please detail.
No.
10. Are you married or do you hold any family relationship, as relative or as a kind,

up to third degree, to any person who is included in numbers 1,2,4,7 and 9 above
or are you married to a person be included in number 8?

No.

4. Law firms, statutory external auditors' companies and statutory external auditors should not be considered.

30th March 2020

Maria José Martins Lourenço da Fonseca

Óscar José Alçada da Quinta

Birth date

1 December 1957

Educational qualifications

1982 Degree in Economics at Faculdade de Economia da Universidade do Porto

1990 Statutory auditor

Professional experience

1982-1986 Administrative and financial responsibilities in the area of textile companies, construction and office equipment

Since 1986 Provision of services related to external audit for Statutory Auditors and for companies in the previous activities

1990-1992 Independent Statutory Auditor

Since 1992 Statutory Auditor and Partner of Óscar Quinta, Canedo da Mota & Pires Fernandes, SROC

Offices held in other entities in the last five years

Member of the Board of Directors of Óscar Quinta, Canedo da Mota & Pires Fernandes, SROC

Member of the Fiscal Council of Caetano-Baviera - Comércio de Automóveis, S.A.

Member of the Fiscal Council of BA GLASS I - Serviços de Gestão e Investimentos, SA

Member of the Fiscal Council of Sonae Arauco Portugal S.A.

Member of the Fiscal Council of Sonae Indústria, SGPS, S.A.

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

Annex I
Assessment of the Independence Criteria¹

Identify the member and the respective body to which the data of this questionnaire refers to:

Óscar José Alçada da Quinta – Member of the Statutory Audit Committee

1. Are you holder of a qualified shareholding of 2% or more of share capital of the company?

No.

2. Were you re-elected for two or more mandates, either consecutive or otherwise?
If the answer is yes please detail the mandates.

Yes. Mandate 2004-2007 | Mandate 2008-2011 | Mandate 2016-2019

3. Do you act for, or on behalf², of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.

No.

4. The Board of Directors, or any of its members, has knowledge that the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process³? If the answer is yes, please detail.

No.

5. The Board of Directors, or any of its members, has knowledge of any other fact that, in any manner, can or may affect the independence of the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the nonapplicable] to which this questionnaire refers to? If the answer is yes, please detail.

No.

1. It should be mentioned any relevant facts for CMVM's assessment even if the board of directors has doubts on the consequences applicable to any such facts.
2. As way of example, it should be disclosed the existence of any actual or past existence of any mandate relationship with or without representation between the member of the statutory governing body and any holder of a qualified shareholding or any individual or legal person who acts on his/her/it behalf or that renders him/her/it the services provided in the following note.
3. By way of example, it should be reported any other type of relationships, the actual or past existence of a labour contract, or provision of services, namely economic, financial or legal as well as any other type of services, mediation, agency, commercial representation or franchise between, on one hand, the member of the statutory governing body and, on the other, any shareholder holder of a qualified shareholding or any other individual or legal person who acts on behalf or for the interest of such participant or provide him/her/it the services referred to in this note.

Annex II
Assessment of the incompatibility regime

Identify the member and the respective body to which the data of this questionnaire refers to:

Óscar José Alçada da Quinta - Member of the Statutory Audit Committee

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

No

2. Are you member of the management body of any company that controls or that is controlled by the Company? If the answer is yes, please identify the company(ies).

No.

3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies⁴?

No.

4. Are you a shareholder of a company ("sociedade em nome coletivo") that controls or that is controlled by the Company?

No.

5. Are you a public certified accountant in relation to which there is an incompatibility arising from the applicable law?

No.

6. Have you been interdicted, inhibited, declared insolvent or bankrupt, or convicted to a penalty that leads to the interdiction, even if temporary, of the exercise of public roles? No.

7. Do you exercise functions in a competing company, or do you act in the name or on behalf of a competing company or are you in way bound by the interests of the competing company? If the answer is yes, please detail.

No.

8. Do you provide, directly or indirectly, services or do you maintain a significant commercial relationship with the Company or with any company which controls or is controlled by the Company? If the answer is yes, please detail.

No.

9. Have you received any particular advantage from the Company? If the answer is yes, please detail.

No.

10. Are you married or do you hold any family relationship, as relative or as a kind, up to third degree, to any person who is included in numbers 1,2,4,7 and 9 above or are you married to a person be included in number 8?

No.

4. Law firms, statutory external auditors' companies and statutory external auditors should not be considered.

30th March 2020

Óscar José Alçada da Quinta

António Augusto Almeida Trabulo

Birth date

23 November 1954

Curriculum Académico

Degree in Economics at Faculdade de Economia da Universidade do Porto

Attendance in a Post Graduate Course in Financial Analysis, in Economics Faculty of the University of Oporto

Attendance in a Post Graduate Course in International Financial Management, in Economics Faculty of the University of Oporto

Post Graduate Course in Accounting and Corporate Finance from Universidade Aberta

Sufficiency Researcher Diploma in Economía Financiera y Contabilidad area from Valladolid University

Statutory Auditor

Professional experience

1980-1999 Teacher of Secondary Education

1986-1987 Administrative Head of Guimar Footwear Factory

1987-1988 Administrative - Financial Director of Polystar Footwear Factory

1989 Administrative-Financial Director of Sociedade de Construções Alberto Leal, SA (SCAL), and administration advisory in new investments, tax and organization areas

1990 -1993 Responsible for the Management Control of the Real State Sector in Sonae Group

1993 -1998 Responsible by Management Control, Administrative Business and Tax Direction of Sonae Imobiliária, SGPS, S.A

1998 -1999 Teaching the Subject of Financial Management of Cultural Management Course in Instituto Empresarial Português

1998 -1999 Teaching the Subject of Tax in Training Course for Statutory Auditors in the Statutory Auditors Chamber

1998 - 2001 Administrator responsible for the tax consultancy department of the Oporto Ernst & Young office

1998 - 2001 Teaching the Subject of Advanced Accounting Topics of Post Graduate Course in Corporate Finance of Lusíada University

1999 - 2002 Statutory Auditor and Partner of A. Santos, J. Alves e Associados, SROC

2002 - 2012 Statutory Auditor and Partner of UHY & Associados, SROC, Ltdª

2006-2012 Member of the Comissão Técnica dos Valores Mobiliários of Portuguese Institute of Statutory Auditors

2007-2008 Teaching Taxation Subject of Tax of Post Graduate Course of Management Oporto School of University of Oporto

2007 - 2011 Controller - reporter of the Quality Control Commission of Portuguese Institute of Statutory Auditors

Offices held in other entities in the last five years

Statutory Auditor and Partner of Velosa, Silva, Marques e Trabolol, SROC

President of Fiscal Council of Sonae MC, SGPS, SA

President of Fiscal Council of Sonae Indústria, SGPS, SA

Member of Fiscal Council of Visabeira Infraestruturas, Lda

President of Fiscal Council of Fundação Visabeira – Instituição de Solidariedade Social

President of the Superior Council of Fundação João e Fernanda Garcia, IPSS

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

Annex I
Assessment of the Independence Criteria¹

Identify the member and the respective body to which the data of this questionnaire refers to:

António Augusto Almeida Trabulo – Substitute Member of the Statutory Audit Committee

1. Are you holder of a qualified shareholding of 2% or more of share capital of the company? No.

2. Were you re-elected for two or more mandates, either consecutive or otherwise? If the answer is yes please detail the mandates.

No.

3. Do you act for, or on behalf², of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.

No.

4. The Board of Directors, or any of its members, has knowledge that the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process³? If the answer is yes, please detail.

No.

5. The Board of Directors, or any of its members, has knowledge of any other fact that, in any manner, can or may affect the independence of the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the nonapplicable] to which this questionnaire refers to? If the answer is yes, please detail. No.

1. It should be mentioned any relevant facts for CMVM's assessment even if the board of directors has doubts on the consequences applicable to any such facts.
2. As way of example, it should be disclosed the existence of any actual or past existence of any mandate relationship with or without representation between the member of the statutory governing body and any holder of a qualified shareholding or any individual or legal person who acts on his/her/it behalf or that renders him/her/it the services provided in the following note.
3. By way of example, it should be reported any other type of relationships, the actual or past existence of a labour contract, or provision of services, namely economic, financial or legal as well as any other type of services, mediation, agency, commercial representation or franchise between, on one hand, the member of the statutory governing body and, on the other, any shareholder holder of a qualified shareholding or any other individual or legal person who acts on behalf or for the interest of such participant or provide him/her/it the services referred to in this note.

Annex II
Assessment of the incompatibility regime

Identify the member and the respective body to which the data of this questionnaire refers to:

António Augusto Almeida Trabulo – Substitute Member of the Statutory Audit Committee

1. Are you a member of the company's management body?
No
2. Are you member of the management body of any company that controls or that is controlled by the Company? If the answer is yes, please identify the company(ies).
No.
3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies⁴?
No.
4. Are you a shareholder of a company ("sociedade em nome coletivo") that controls or that is controlled by the Company?
No.
5. Are you a public certified accountant in relation to which there is an incompatibility arising from the applicable law?
No.
6. Have you been interdicted, inhibited, declared insolvent or bankrupt, or convicted to a penalty that leads to the interdiction, even if temporary, of the exercise of public roles? No.
7. Do you exercise functions in a competing company, or do you act in the name or on behalf of a competing company or are you in way bound by the interests of the competing company? If the answer is yes, please detail.
No.
8. Do you provide, directly or indirectly, services or do you maintain a significant commercial relationship with the Company or with any company which controls or is controlled by the Company? If the answer is yes, please detail.
No.
9. Have you received any particular advantage from the Company? If the

answer is yes, please detail.

No.

10. Are you married or do you hold any family relationship, as relative or as a kind, up to third degree, to any person who is included in numbers 1,2,4,7 and 9 above or are you married to a person be included in number 8?

No.

4.Law firms, statutory external auditors' companies and statutory external auditors should not be considered.

30th March 2020

António Augusto Almeida Trabulo

SHAREHOLDERS' REMUNERATION COMMITTEE

Sonae SGPS, S.A., represented by Duarte Paulo Teixeira de Azevedo

Sontel BV, represented by Francisco Sánchez

Duarte Paulo Teixeira de Azevedo

Date of Birth

31 December 1965

Academic Curriculum

- 1994 Executive Retailing Program - Babson College
- 1996 Strategic Uses of Information Technology Program - Stanford Business School
- 2002 Breakthrough Program for Senior Executives - IMD Lausanne
- 2008 Proteus Programme - London Business School
- 2012 Corporate Level Strategy - Harvard Business School

Professional Experience – Sonae Group

- 1988-1990 Manager and Analyst of Projeto Novos Investimentos in Sonae Tecnologias de Informação, S.A.
- 1990-1993 Manager of Projeto de Desenvolvimento Organizativo and Comercial Director in Portugal in New Business in Sonae Indústria
- 1993-1996 Director of Planning and Strategic Control and Organizational Development in Sonae Investimentos - SGPS, S.A. (currently Sonae - SGPS, S.A.)
- 1996-1998 Executive Director of Modelo Continente Hipermercados, SA (Merchandising, IT e Marketing)
- 1998-2000 Chairman of the Executive Committee of Optimus - Telecomunicações, S.A. (Operador Móvel)
- 2000- Abril 2007 Executive Director of Sonae - SGPS, S.A.
- 2002-2007 Chairman of the Executive Committee of Sonaecom, SGPS, S.A.
- 2002-2007 Chairman of the General Board of Público - Comunicação Social, S.A.
- 2003-2007 Chairman of the General Board of Glunz, AG
- 2004-2007 Chairman of the Board of Directors of Tableros de Fibras, S.A. (Tafisa)
- 2007-2014 Chairman of the Board of Directors of Sonaecom, SGPS, S.A.
- 2007- Abril 2015 Chairman of the Executive Committee of Sonae - SGPS, S.A.

2007- Março 2015 Vice President of the Board of Directors of Sonae Indústria, SGPS, S.A.

2007 - 2019 Chairman of the Board of Directors of Sonae Sierra, SGPS, S.A.

2007-2018 Chairman of the Board of Directors of Sonae Investimentos, SGPS, SA
(atualmente Sonae MC, SGPS, SA)

2008-2014 Chairman of the Board of Directors of MDS, SGPS, S.A.

2009-2013 Chairman of the Board of Directors of Sonaegest, Sociedade Gestora de Fundos de Investimentos

2010-2013 Chairman of the Board of Directors of Sonae RP - Retail Properties

2010-2016 Chairman of the Board of Directors of Sonae - Specialized Retail , SGPS, S.A.

2010- 2019 Chairman of the Board of Directors of Sonae MC – Modelo Continente, SGPS, SA (atualmente Modelo Continente, SGPS, SA)

2013-2018 Chairman of the Board of Directors of Sonae Center Serviços II, SA (atualmente Sonae MC, Serviços Partilhados, SA)

2015-2019 Chairman of the Board of Directors and Co-CEO of Sonae - SGPS, SA

2018-2019 Chairman of the Board of Directors of Sonae Corporate, SA

Offices held in other entities

Since April 2019 Chairman of the Board of Directors of Sonae - SGPS, S.A.

Since March 2015 Chairman of the Board of Directors of Sonae Indústria, SGPS, S.A.

Since March 2015 Chairman of the Board of Directors of Sonae Capital, SGPS, S.A.

Since May 2016 Chairman of the Board of Directors of Sonae Arauco, S.A.

Since July 1990 Member of the Board of Directors of Imparfin, SGPS, S.A.

Since December 2010 Member of the Board of Directors of Efanor Investimentos, SGPS, S.A.

Since December 2010 Member of the Board of Directors of Migracom, SGPS, S.A.

Since 2018 Member of the Board of Directors of EFANOR - Serviços de Apoio à Gestão, S.A.

Since 2018 Chairman of the Board of Directors of Sonae Corporate, S.A.

Since 2018 Manager Partner of Okuk, Lda

Since 2018 Member of the Board of Directors of BA Glass I – Serviços de Gestão e Investimentos, SA

2001-2002 Chairman of Aritel - Associação dos Operadores de Telecomunicações

2001-2008 Member of the General Council of Porto Business School

2004-2011 Member of the General Council of IPCG – Instituto Português de Corporate Governance

2006-2013 Member of the Board of Founders of Fundação Casa da Música

2008-2009 Member of the General Council of AEP - Associação Empresarial de Portugal

2009-2014 Member of the Board of Trustees of AEP - Associação Empresarial de Portugal

2009-2015 Chairman of the Board of Trustees of Universidade do Porto

2012-2015 Member of the Board of COTEC

2012-2017 Member of the Board of Trustees of Fundação Belmiro de Azevedo

Since 2015	Member of Consejo Iberoamericano para La Productividad y la Competitividad
Since 2008	Member of ERT - European Round Table of Industrialists
Since 2013	Member of International Advisory Board of Allianz SE
Since 2019	Member of the Board of Directors and of Executive Committee of Fundação Belmiro de Azevedo

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

Francisco de La Fuente Sánchez

Birth date

2 January 1942

Educational qualifications

1965 – Degree in Electrical Engineering - Technical University

Professional Experience

2005-2012	Member of Advisory Council of Fórum para a Competitividade
2007-2012	Guest member of Conselho Nacional da Água
2007-2012	Vice-president and Non-Executive Chairman of Directors of EFACEC Capital
2007-2013	Chairman of the General Board of PROFORUM
2007-2013	Chairman of Conselho Nacional do Colégio de Engenharia Eletrotécnica da Ordem dos Engenheiros
2010-2015	Chairman of the General Meeting of Iberwind - Desenvolvimento e Projetos. S.A.
2009-2016	Member co-opted of the Conselho de Escola do Instituto Superior Técnico
2012-2016	Chairman of Direction of AAAIST - Associação de Antigos Alunos do Instituto Superior Técnico
Since 2002	Member of the Board of Trustees of Fundação Luso-Espanhola
Since 2004	Member of the Board of Trustees of Fundação Luso-Brasileira
Since 2005	Member of Employers of Fundação Hidroelétrica del Cantábrico
2005-2009	Chairman of Fundação EDP
2003-2006	Chairman of Board of Directors of EDP - Energias de Portugal
Since 2017	Co-opted member of General Counsel of Universidade de Lisboa

Offices held in other entities

Non-Executive Director of Sonae Capital S.G.P.S., S.A.

Member of Remuneration Committee of Sonae, SGPS, S.A.

Co-opted member of General Council of Universidade de Lisboa

Chairman of the General Meeting of APEDS - Associação Portuguesa de Engenheiros para o Desenvolvimento Social

Chairman of the General Meeting of AAAIST - Associação de Antigos Alunos do Instituto Superior Técnico

President of honor of Hidroelétrica del Cantábrico, S.A.

Member of Employers of Fundação Hidroelétrica del Cantábrico

Member of the Board of Trustees of Fundação Luso-Brasileira

Member of the Board of Trustees of Fundação Luso-Espanhola

Does not hold any shares of Sonaecom, S.G.P.S., S.A.