

To the Chairman of the Board of the
Shareholders' General Meeting of
SONAECON, SGPS, S.A. Lugar do Espido, Via Norte,
4471-909 Maia

Maia, 30 March 2020

Proposal nº 7

Proposal

We propose that the compensation policy of the members of the Shareholders' Remuneration Committee, adopted for the mandate of 2020/2023, consists in the attribution of the annual fixed amount of 5.000,00 Euros to be paid to each member, only if that member does not hold positions in any of the statutory governing bodies of the Company or of any of its controlled or in a group relationship companies, or is not remunerated for such held positions.

On behalf of the Board of Directors,