

Curriculum Vitae

Personal data:

Name: Marta Sofia Cunha Albuquerque Santos Temudo

Address: Fontanheiras – Santar – 3520 – 112 NELAS

Date of Birth: 25th of January 1974

Citizen Card No 10388253, valid until 13th June 2028

Marital Status: Married

Profession: Lawyer

Professional license: 4352 – *Concelho Distrital de Coimbra*

Training:

Escola Secundária Alves Martins – Viseu

1992 – 1997 - Degree in Law by the Faculty of Law of the University of Coimbra

1998 – 1999 - Post-Graduation in Consumer Rights by the Consumer Law Center, Faculty of Law, University of Coimbra

1998 – 1999 – Law Internship (1st phase) at the *Centro de Estágio da Ordem dos Advogados do Porto* [Center of the Bar Association of Porto]

2000 – Aggregation to the Portuguese Bar Association

2004 – Labour Law Training – Associação Industrial da Região de Viseu

2015 – Commercial Company Law Training – *Código das Sociedades*

Comerciais em Comentário – IDET University of Coimbra

2022 - In-House Course 4.0 – Instituto do Conhecimento & Future Law, Abreu Advogados

2022 – Post-Graduation in Business Law, IDET – Instituto de Direito das Empresas e do Trabalho, Faculdade de Direito da Universidade de Coimbra

Work Experience:

2000 – Law Internship (2nd phase) at the *Centro de Estágio da Ordem dos Advogados de Coimbra* [*Center of the Bar Association of Coimbra*]

References: - Law firm José Moniz, Marçal Antunes e Ricardo Brazete - Carlos Mafra Valverde – Lawyer

- Frequency of the scales of Trainee Lawyers in the District of Viseu – Intervention, as Public Defender in criminal proceedings.
- Public Defender appointed by the District Court in civil proceedings.
- Forensic practice resulting from judicial interventions.

Since April 2002 – Legal Advisor of the Financial Department of Grupo Visabeira SGPS, S.A., particularly focused on the area of consulting/contracting and corporate monitoring.

– Legal Advisor/Consultant in services shared, directly and indirectly, to the participated companies of Grupo Visabeira SGPS, S.A, in the areas of Commercial and Corporate Law, in the national and international context;

- Legal Advisor / Consultant in the real estate area and land registration.

- Advisor in the financial area, with special focus on Commercial Law and Commercial Companies.

- Advisor in the area of registers and notaries.

- Legal Advisor of the Boards of Directors of the company's sub holdings Grupo Visabeira SGPS, S.A.

2002 – 2003 and 2003 – 2004 (Academic years) – Teacher (equated to assistant of 1st three-year), in the Courses of Social Communication and Management and School Administration, at the *Escola Superior de Educação de Viseu* – Instituto Politécnico de Viseu [Higher School of Education of Viseu - Polytechnic Institute of Viseu].

a) Courses lectured: Introduction to the Study of Law/ Notions of Administrative Law.

b) Preparation, in collaboration with the Coordination Center of the Social Area of the Higher School of Education, of the curriculum and contents of the Legal Technical Translation course, for the Translation Techniques Course.

Professional associations:

Since 2000 – Registration in the Bar Association – *Concelho Distrital da Ordem dos Advogados de Coimbra*.

Corporate positions:

Since **2010** – Effective Secretary of VAA – Vista Alegre Atlantis, SGPS, S.A.
Secretary of the General Meeting of diverse Grupo Visabeira subsidiaries

Additional information:

French and English language spoken and written

Extracurricular activities:

1992 - 1997

Temporary work (school holidays) in several commercial establishments in Viseu

Temporary work (school holidays) in a Doctor's Office

Temporary work in Marketing Agency

1997 - 2000

Collaboration with GBN – Gabinete de Estudos de Mercado, (Porto), in several
Market research works.

Information relevant to VAA – Vista Alegre Atlantis SGPS, S.A.

I declare that I do not hold, at this date, any shares representing the Company's share capital or obligations issued by the company.

May 2022

Curriculum Vitae

PERSONAL DATA

Name: Nuno Miguel Rodrigues Terras Marques
Date of Birth: 24th October 1975
Address: Rua Costa Cabral, n° 797, 5° A - 4200 - 224 - Porto
Telephone: +351 926904985
ID No / Place of birth: 10514081 / Porto, Portugal
Marital Status: Married
Driver's license: May 1994 (P-966609)

TRAINING / EDUCATION

- **June 2009:** Conclusion of the Executive MBA at the Management School of Porto - EGP UPBS.
- **April 2006:** Conclusion of the Management Control and Performance Evaluation Course at the Management School of Porto – EGP UPBS.
- **December 2000:** Conclusion of the Degree in Electrotechnical Engineering, Faculty of Engineering of the University of Porto (FEUP).
- **September 1998 to July 1999:** Frequency of the 5th year spent at the Catholic Institute of Arts and Industries (ICAI), University of Comillas in Madrid, through the Erasmus program.
- **1998:** Certification from the University of Comillas for oral and written Spanish.
- **1992:** Certification from the University of Cambridge for oral and written English skills (6 years).
- **1992:** Certification for oral and written French skills (6 years) from the University of Toulouse.

WORK EXPERIENCE

- **Since November 2015:** Vice-President of *Grupo Visabeira SGPS* and CEO of *Visabeira Global SGPS*, main sub-holding which aggregates all businesses in the Telecommunications, Energy, Construction and Technology sectors;
- **October 2014 to November 2015:** CEO of *Grupo Visabeira SGPS* and Vice-President of *Visabeira Global SGPS*, with the responsibility for the Telecommunication and technologies sectors worldwide;
- **April 2014 to October 2014:** Executive Director of *Visabeira Global SGPS*, with the responsibility of managing all businesses in the Telecommunications area in Europe;
- **April 2013 to October 2014:** Managing Director of *Constructel France* and *Constructel Belgique*, companies belonging to *Visabeira Global SGPS*, operating in the area of Mobile and Fixed Telecommunications Network Infrastructures;
- **February 2012 to April 2013:** Development of new businesses in the area of Mobile and Fixed Telecommunications Network Infrastructures at *Viatel*, company belonging to *Visabeira Global SGPS*;
- **May 2008 to February 2012:** Member of the Executive Committee of *Grupo Pavicentro* managing the Brazilian subsidiary – *Pavi do Brasil* and the Commercial Area of *Pavicentro*;
- **October 2004 to May 2008:** Responsible for the Telecommunications area of *Grupo Pavicentro*, reporting directly to the Administration. Responsible for the planning of infrastructure projects of Telecommunications, Gas and Electricity networks;
- **June 2001 to September 2004:** Responsible for the Telecommunications area of “*Pavi do Brasil*” (company belonging to *Grupo Pavicentro*);
- **July 1999 to June 2001:** Operational and commercial management of projects in the Telecommunications Area of *Pavicentro, SA*, having customers as *Vodafone, Proximus Belgacom* and *Telefónica Mviles*.

Information relevant to VAA – Vista Alegre Atlantis SGPS, S.A.

I declare that I hold, at this date, 11.000 shares representing 0,007% of the Company's share capital, not holding any obligations issued by the company.

May 2022

**EUROPEAN CURRICULUM
VITAE MODEL**



PERSONAL

Name Paulo Jorge Lourenço Pires
Address Rua José António Vidal nº 3 A **Ílhavo** (3830-203 Ílhavo)
Telephone +351 964 341 611
E-mail address paulo.pires@vaa.pt, paulo.pires@riastone.pt
Nationality Portuguese
Date of Birth 9-August-1971
Marital Married – 2 kids

**PROFESSIONAL
EXPERIENCE**

- Name and address of employer
 - Type of business or sector
 - Position
 - Main Activities and Responsibilities
 - Dates (from – to)
 - Name and address of employer
 - Type of business or sector
 - Position
 - Main Activities and Responsibilities
 - Dates (from – to)
 - Name and address of employer
 - Type of business or sector
 - Position
 - Main Activities and Responsibilities
- Since June**
Grupo Vista Alegre
Porcelain, Crystal and Glass
Industrial Manager – Grupo Vista Alegre
Industrial Units: Vista Alegre (Porcelain), Cerexport (Stoneware Ovenware), Faianças da Capoa (Faïence), Ria Stone (Stoneware Tableware), Atlantis (Crystal and Glass), Faiança Artísticas Bordalo Pinheiro (Faïence) and Cerutil (Stoneware Ovenware)
- Jan 2013 – Jun2014**
Grupo Vista Alegre Atlantis
Ceramic Industry
General Director – RIA STONE (Ílhavo)
Development and implementation of the RIA STONE project.
Innovative ceramic project on a global scale at product and production process level ("mono-cooking" with high level of automation).
The Ria Stone project resulted from an international tender launched by the IKEA group. Construction of the factory "green field site" with an area of 16,500 m2, for a production capacity of 30 million pieces per year in Stoneware Tableware.
- Jan 2007 – Dec 2012**
Grupo Vista Alegre
Ceramic Industry
Industrial Manager – CERAMICS (3 industrial
Industrial Director of Ceramics of Grupo VAA – Industrial plant of Porcelain, Ovenware and Faïence.
Responsible for the industrial operations of porcelain, ovenware and faïence and the central areas common to the three business areas: Ceramic technology + R&D New Product Development, Maintenance, Continuous Improvement, Master Data and Costing

- Dates (from – to)
- Name and address of employer
 - Type of business or sector
 - Position
- Main Activities and Responsibilities

2005 – Dec 2006 (2 Y)

Grupo Vista Alegre Atlantis

Ceramic Industry

Industrial Manager of Faïence and Ovenware business

Industrial Manager of the Aradas Plant and Taboeira Plant - Aveiro

- Dates (from – to)
- Name and address of employer
 - Type of business or sector
 - Position
- Main Activities and Responsibilities

2001 – Dec 2004

Grupo Vista Alegre Atlantis

Ceramic Industry

Industrial Manager of Faïence business

Industrial Manager of the Aradas Plant - Aveiro

- Dates (from – to)
- Name and address of employer
 - Type of business or sector
 - Position
- Main Activities and Responsibilities

Sep 1997- Dec 2000 (3 Y)

Grupo Vista Alegre

Ceramic Industry

General Manager of Faïence business

General Manager of *Capôa* (Aradas - Aveiro) and *Sociedade de Porcelanas* (Coimbra)

- Dates (from – to)
- Name and address of employer
 - Type of business or sector
 - Position
- Main Activities and Responsibilities

1996 – Sep 1997

General Electric – Portugal (V.

Electrical equipment

Responsible for the transfer of production plant from Belgium to Portugal "Wiring

Responsible for the production of Wiring devices products in Portugal

Responsible for customer service (Customer factory representative) and continuous improvement (Kaizen).

- Dates (from – to)
- Name and address of employer
 - Type of business or sector
 - Position
- Main Activities and Responsibilities

1995-1996 (1 Y)

General Electric Πορτογαλ

Electrical equipment

Responsible for the implementation of production in flow "Lean Manufacturing"

Implementation of production philosophies from the perspective of "Just in time"

EDUCATION AND PROFESSIONAL TRAINING

- Dates (from – to)
- Name and type of education/training
- Main subjects/professional skills

Oct 2006 – Dec 2006

CTCV (Centro Tecnológico da Cerâmica e do Vidro)

Pedagogical Simulation; Theories, Factors and Learning Processes; Communication and Group Dynamics; Didactic Resources and New Information Technologies; Evaluation of Learning and Training; Pedagogical Intervention Project.

Certificado de Formação de Formadores (CAP)

- Designation of a qualification awarded

- Dates (from – to)
- Name and type of education/training

1998 -1999

Universidade Católica Portuguesa – Postgraduate School of the Faculty of Economic and Business Sciences

- Main subjects/professional skills
 - Designation of a qualification awarded

- Dates (from – to)
- Name and type of education/training

- Designation of the qualification

- Dates (from – to)
- Name and type of the

- Main subjects/professional skills
- Designation of the qualification

PERSONAL SKILLS AND COMPETENCES

Mother Tongue

Other Languages

- Reading
- Written
- Spoken

COMPUTER SKILLS

SOCIAL SKILLS AND COMPETENCES

ORGANIZATIONAL SKILLS AND COMPETENCES

TECHNICAL SKILLS AND COMPETENCES

OTHER SKILLS AND COMPETENCES

DRIVING LICENCE

Strategic Management, Human Resources Management, Quality, Information Management, Economic and Financial Analysis, Negotiation, Marketing, etc.

Programa Avançado de Gestão para Executivos (PAGE)

1990 -1995

University of Minho - School of Engineering

Degree in Production Engineering - Mechanical Branch (Currently called Engineering and Industrial Management)

1994 -1995

General Electric – Portugal

Implementation of Production Management Software

Curricular Internship - Industrial Project

Portuguese

English / Spanish

Good / Average

Good / Average

Good / Average

Good command at user's level (Office Tools: Excel, Word, Outlook, Power Point)

SAP User (Computer Management System – ERP)

Taste for Teamwork

Easy to communicate

Capacity of mobilization Facility and

Mobilization Capacity

Continuous Improvement Mentality

Capacity of Leadership

Organizational Capacity

Entrepreneurial Capacity

Management of Industrial Operations / production and tools domain and Lean methodologies.

Integrated business vision (Logistics, Production, Management Control).

Light vehicles

OTHER ACTIVITIES

Sports: Football, BTT, Running. Reading

**Information relevant
VAA – Vista Alegre
Atlantis SGPS, S.A.**

I declare that I do not hold, at this date, any shares representing the share capital of or obligations issued by the company.

May 2022