

ANNUAL GENERAL MEETING OF BANCO COMERCIAL PORTUGUÊS, S.A.

(04/05/2022)

PROPOSAL IN CONNECTION WITH ITEM 9 OF THE AGENDA

To resolve upon the election of the Remunerations and Welfare Board for the term-of-office 2022/2025

Taking into consideration:

- That the mandate of the members of the Remunerations and Welfare Board of Banco Comercial Português, S.A. (Bank) ended on 31.12.2021;
- The provisos of article 13 of the Bank's Articles of Association.

It is proposed:

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To elect as members of the Remuneration and Welfare Board to exercise functions during the four-year period of 2022/2025:

Chairman:

- José António Figueiredo Almaça

Members:

- Jorge Manuel Baptista Magalhães Correia
- Valter Rui Dias de Barros

II.

- That, since José António Figueiredo Almaça is not a member of the Board of Directors, an annual remuneration of 50,000 euros be paid to him.

The curricula of Candidates are hereto attached.

11 April 2022

Chiado (Luxembourg) S.à.r.l.

Sonangol - Sociedade Nacional de Combustíveis de Angola, E.P.

José António Figueiredo Almaça

Personal Data:

- Date of Birth: November 22, 1952
- Nationality: Portuguese

Positions presently held in Group BCP:

- Member of the Remuneration and Welfare Board of the Bank

Academic and Specialised Qualifications:

- Leading from the Chair, INSEAD, Fontainebleau, June 2017
- Specialization course in “Strategic Management of Insurance Entities” by Instituto de Ciências del Seguro, Madrid
- PhD in Economic and Business Sciences - Universidade Autónoma de Madrid
- Licentiate Degree in Management - UL (Lisbon University)
- Bachelor in Accounting and Administration - ISCAL

Professional Experience:

- In 2021 - Chairman of the Supervisory Board of CEU - Cooperativa de Ensino Universitário
- From 2019 to 2021 - Non-executive Member of the Board of Directors of Millennium Private Bank, Geneva, Switzerland
- From 2012 to 2009 - Chairman of the Board of Directors of the Insurance and Pension Funds Supervisory Authority; Effective Member of the Supervisory Board of EIOPA - European Insurance and Occupational Pensions Authority and ESRB - European Systemic Risk Board
- From 2009 to 2012 - Client Ombudsman of CA-Seguros, Companhia Seguros de Ramos Reais, S.A.
- From 2009 to 2012 - Member of the Supervisory Board of Victoria Internacional de Portugal, SGPS, S.A. and Victoria - Seguros, S.A.; Victoria - Seguros de Vida, S.A.

Academic Experience:

- 2019 - 2019 - Distinguished Professor at Universidade Autónoma
- From 2010 to 2012 - **Professor at EBS** - Extremadura Business School; Member of Socius - Centro de Investigação em Sociologia Económica e das Organizações - ISEG; Professor at Instituto Técnico de Seguros;
Lectured modules - Insurance Theory, Operations and Insurance Management (Risk Management) and Operations and Insurance Management (Market)
- From 1998 to 2012 - Invited Professor at Universidade da Extremadura, Spain, for the PhD in Financial Economics and Accounting (Module - Insurance and Strategic Financial Management)
- From 1996 to 2012 - Invited Professor at the Universities of Javeriana de Bogotá - Colombia; Córdoba - Argentina; Austral - Argentina; Católica de Montevideo - Uruguay; Ibero-Americana de Puebla - Mexico; Politécnico de Catalunya - Spain
- From 1986 to 2012 - Professor at Universidade Autónoma de Lisboa in the areas of Strategic Management and Business Management, having the regency of the disciplines of Strategic Management, Banking Economics, Financial Management and Mergers and Acquisitions

Other Activities:

- Member of the Marketing Management Courses Evaluation Committee under the aegis of the Fundação das Universidades Portuguesas
- Coordinator of the Insurance Economy area, under the ALFA Programme which includes the Universities of Salamanca, Católica de Louvaina, Austral de Buenos Aires and National de Córdoba in Argentina and Javeriana University in Colombia
- Member of the jury of the Master Degree in Communication Sciences at Universidad Complutense de Madrid on DEA - Diploma de Estudios Avanzados
- General Secretary at IPEF - Instituto Português de Executivos Financeiros
- Founder of Associação Portuguesa de Gestores e Liquidatários Judiciais
- Member of AECA - Associação Espanhola de Contabilidade

Jorge Manuel Baptista Magalhães Correia



Personal Data:

- Date of Birth: 05 November 1957
- Nationality: Portuguese
- Elected for the 1st time member of the Board of Directors of BCP on 30 May 2018

Positions presently held in Group BCP:

- 1st Vice-Chairman of the Board of Directors (current term-of-office 2018/2021)
- Chairman of the Remuneration and Welfare Board

Positions held outside the Group BCP:

- Since April 2015 - Member of the Board of Directors and member of the Corporate Governance Commission of REN - Redes Eléctricas Nacionais, SGPS, SA
- Since February 2015 - Chairman of the Board of Directors of Luz Saúde, SA
- Since May 2014 - Chairman of the- Fidelidade - Companhia de Seguros, SA
- Since 30 June 2020 - Chairman of the Board of Directors - Fidelidade - Companhia de Seguros, S.A.
- Since 22 October 2020 - Non-executive member of the Board of Directors - Longrun Portugal, SGPS, S.A.

Number of shares of Banco Comercial Português, S.A. held on 31 December 2021:

- 88,500

Academic and Specialised Qualifications:

- Licentiate Degree in Law from the Lisbon Law School
- Participation in numerous relevant professional training actions throughout his career, in Portugal and abroad, namely with certification by the “Enforcement Training Program 1994” from U.S. Securities and Exchange Commission (SEC), Washington, DC.

Professional Experience:

- Since 1983 - Lawyer - Member of the Portuguese Lawyers Association I
- From 2001 to 2013 - Chairman of the Boards of Directors of HPP - Hospitais Privados de Portugal, SA;
- From April 2000 to June 2006 - Member of the Board of Directors - Companhia de Seguros Fidelidade- Mundial, SA,
- From July 2006 to January 2008 - Vice-Chairman of the Board of Directors - Companhia de Seguros Fidelidade- Mundial, SA,
- From January 2008 to May 2014 - Chairman of the Board of Directors - Companhia de Seguros Fidelidade- Mundial, SA,
- From April 2011 to May 2016 - Chairman of the Board of Directors of Universal Seguros, SA (Angola)
- From February 2002 to October 2011 - Member of the Board of Directors of Caixa Seguros e Saúde, SGPS, SA
- From October 2011 to May 2013 - Vice-Chairman of the Board of Directors of Caixa Seguros e Saúde SGPS, S.A.

- From May 2014 to March 2017 - Vice-Chairman of the Board of Directors and Chairman of the Executive Committee - Fidelidade Assistance, SA
- From May 2014 to March 2017 - Vice-Chairman of the Board of Directors and Chairman of the Executive Committee of Multicare- Seguros de Saúde, SA
- From 2014 to 2017 - Vice Chairman of the Board of Directors and Chairman of the Executive Committee - Companhia de Seguros Fidelidade, SA
- From June 2014 to 27 July 2018 - Chairman of the Board of Directors of Fidelidade Property International, S.A.
- From June 2014 to 27 July 2018 - Chairman of the Board of Directors of Fidelidade Property Europe, S.A.
- Since March 2017 to 30 June 2020 - Chairman of the of the Executive Committee - Fidelidade - Companhia de Seguros, S.A.

Valter Rui Dias de Barros



Personal Data:

- Date of Birth: 19 September 1963
- Nationality: Angolan
- Elected for the 1st time member of the Board of Directors of BCP on 30 May 2018

Positions presently held in Banco Comercial Português, S.A.:

- 2nd Vice-Chairman of the Board of Directors of BCP (current term-of-office 2018/2021)
- Member of the Audit Committee
- Member of the Committee for Corporate Governance, Ethics and Professional Conduct

Positions held outside the Group BCP:

- Since 7 November 2019 - Chairman of the Board of Directors of Recredit-Gestão de Ativos, S.A.

Number of shares of Banco Comercial Português, S.A. held on 31 December 2021:

- 0

Academic and Specialised Qualifications:

- Corporate Senior Management Programme - AESE and IESE, Luanda (Angola)
- Master Degree in Electronic Engineering and Computing from the Faculty of Engineering of University of Oporto (Portugal)
- Licentiate Degree in Mathematics Applied to Computer Science - School of Economics of University of Porto, Porto (Portugal)

Professional Experience:

- From 1998 to 2002 - Manager of the IT Office of Banco Comercial Angolano, Luanda (Angola)
- From 2003 to 2006 - Head of the IT Division of Banco Totta de Angola, Luanda (Angola)
- From 1998 to 2011 - Professor - School of Economics and Management of Universidade Católica de Angola, Luanda (Angola)
- From 2011 to 2012 Professor in the area of Human Behaviour in Organizations - ASM-Angola School of Management, Luanda (Angola)
- From December 2006 to December 2016 - Executive Director - Banco de Desenvolvimento de Angola, Luanda
- Since June 2018 to March 2018 - Advisor of the Minister of Finance - Ministry of Finance, Luanda (Angola)
- Since June 2018 to November 2019- Chairman of the Board of Directors of Instituto de Gestão de Activos e Participações do Estado (IGAPE), Angola