ANNUAL GENERAL MEETING OF 23 APRIL 2021 - 12:00 a.m.

FIRST ITEM ON THE AGENDA

PROPOSAL

The Board of Directors of Corticeira Amorim, S.G.P.S., S.A.

shall propose

that the Shareholders approve the directors' report and the accounts for the year 2020.

Mozelos, Santa Maria da Feira
29 March 2021

Corticeira Amorim, S.G.P.S., S.A.
The Board of Directors

ANNUAL GENERAL MEETING OF 23 APRIL 2021 - 12:00 a.m.

SECOND ITEM ON THE AGENDA

PROPOSAL

The Board of Directors of Corticeira Amorim, S.G.P.S., S.A.

shall propose

that the Shareholders approve the consolidated directors' report and the consolidated accounts for the year 2020.

Mozelos, Santa Maria da Feira
29 March 2021

Corticeira Amorim, S.G.P.S., S.A.
The Board of Directors

ANNUAL GENERAL MEETING OF 23 APRIL 2021 - 12:00 a.m.

THIRD ITEM ON THE AGENDA

PROPOSAL

The Board of Directors of Corticeira Amorim, S.G.P.S., S.A.

shall propose

that the Shareholders approve the corporate governance report for the year 2020.

Mozelos, Santa Maria da Feira
29 March 2021

Corticeira Amorim, S.G.P.S., S.A.
The Board of Directors

ANNUAL GENERAL MEETING OF 23 APRIL 2021 - 12:00 a.m.

FORTH ITEM ON THE AGENDA

PROPOSAL

The Board of Directors of Corticeira Amorim, S.G.P.S., S.A.

shall propose

that the Shareholders approve the non-financial information – sustainability report for the year 2020.

Mozelos, Santa Maria da Feira
29 March 2021

Corticeira Amorim, S.G.P.S., S.A.
The Board of Directors

Corticeira Amorim, S.G.P.S, S.A.

Edifício Amorim
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Public Company
Share Capital
€ 133,000,000.00
VAT & Registration Number
500 077 797
Companies Registry of Santa Maria da Feira

ANNUAL GENERAL MEETING OF 23 APRIL 2021 - 12:00 a.m.

FIFTH ITEM ON THE AGENDA

PROPOSAL

The Board of Directors of Corticeira Amorim, S.G.P.S., S.A., taking into account the positive net income, calculated according to the individual accounts at the end of the 2020 financial year, of €36,176,565.39 (thirty-six million, one hundred and seventy-six thousand, five hundred and sixty-five euros and thirty-nine cents),

shall propose

that the Shareholders approve said positive net income of €36,176,565.39 (thirty-six million, one hundred and seventy-six thousand, five hundred and sixty-five euros and thirty-nine cents) being allocated as follows:

- to Dividends: €24,605,000.00 (twenty-four million, six hundred and five thousand euros), which corresponds to €0.185 (eighteen and a half cents) per share;
- to Free Reserves: € 11,571,565.39 (eleven million, five hundred seventy-one thousand, five hundred and sixty-five euros and thirty-nine cents).

Mozelos, Santa Maria da Feira
29 March 2021

Corticeira Amorim, S.G.P.S., S.A.
The Board of Directors

Corticeira Amorim, S.G.P.S, S.A.

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ANNUAL GENERAL MEETING OF 23 APRIL 2021 - 12:00 a.m.

SIXTH ITEM ON THE AGENDA

PROPOSAL

Amorim – Investimentos e Participações, SGPS, S.A., in the capacity of Shareholder of Corticeira Amorim, S.G.P.S., S.A, considering:

a) the careful and systematic actions of the Board of Directors, in the interests of the company;

b) the way the report is prepared, clarifying the most relevant aspects of the company;

c) the action taken by the Supervisory Board and the Statutory Auditor during the year;

shall propose

under the terms and for the purposes of article four hundred and fifty-five of the Companies Code, the Shareholders express a vote of confidence in those bodies and in each of their members.

Mozelos, Santa Maria da Feira
29 March 2021

Amorim – Investimentos e Participações, SGPS, S.A.
The Board of Directors

ANNUAL GENERAL MEETING OF 23 APRIL 2021 - 12:00 a.m.

SEVENTH ITEM ON THE AGENDA

PROPOSAL

The Board of Directors of Corticeira Amorim, S.G.P.S., S.A.

shall propose

that the General Meeting deliberate, under the aegis of Article 319 of the Companies Code, on the acquisition by the company of its own shares, under the following terms:

a) Maximum number of shares to be acquired: up to a limit corresponding to 10% (ten percent) of the capital stock;

b) Period during which the acquisition may be made: 18 (eighteen) months from the date of this resolution;

c) Forms of acquisition: acquisition on or off the stock exchange;

d) Minimum and maximum consideration for acquisitions: the acquisition price of the shares must be between a minimum of €3.00 (three euros) and a maximum of €11.00 (eleven euros).

Mozelos, Santa Maria da Feira
29 March 2021

Corticeira Amorim, S.G.P.S., S.A.
The Board of Directors

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ANNUAL GENERAL MEETING OF 23 APRIL 2021 - 12:00 a.m.

EIGHTH ITEM ON THE AGENDA

PROPOSAL

The Board of Directors of Corticeira Amorim, S.G.P.S., S.A.

shall propose

that the General Meeting deliberate, under the aegis of Article 320 of the Companies Code, on the sale by the company of its own shares, under the following terms:

a) Number of shares to sell: up to a limit corresponding to 10% (ten percent) of the capital stock;

b) Period during which the sale may be made: 18 (eighteen) months from the date of this resolution;

c) Forms of sale: sale on or off the stock exchange;

d) Consideration for the sale: the minimum sale price will be €7.50 (seven euros and fifty cents) per share.

Mozelos, Santa Maria da Feira
29 March 2021

Corticeira Amorim, S.G.P.S., S.A.
The Board of Directors

ANNUAL GENERAL MEETING OF 23 APRIL 2021 - 12:00 a.m.

NINTH ITEM ON THE AGENDA

PROPOSAL

The Board of Directors of Corticeira Amorim, S.G.P.S., S.A., considering the reasons and advantages arising from the change of the current management and supervision structure of the company (Latin or reinforced classical model) to a Board of Directors comprising an Audit Committee and a Statutory Auditor (Anglo-Saxon model), increasing the number of independent members on the Board of Directors. This will bring management and supervision together in a single body, promoting their continuous alignment with a view to better compliance with requirements and best practices in terms of governance,

shall propose

that the General Meeting of this company decide to change the current management and supervision structure (Latin or reinforced classical model) to a Board of Directors, comprising an Audit Committee and a Statutory Auditor (Anglo-Saxon model).

Mozelos, Santa Maria da Feira
29 March 2021

Corticeira Amorim, S.G.P.S., S.A.
The Board of Directors

Corticeira Amorim, S.G.P.S, S.A.

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ANNUAL GENERAL MEETING OF 23 APRIL 2021 - 12:00 a.m.

TENTH ITEM ON THE AGENDA

PROPOSAL

The Board of Directors of Corticeira Amorim, S.G.P.S., S.A., taking into consideration the resolution taken under the previous item on the agenda and the opportunity to update the Company's Articles of Association,

shall propose

that the General Meeting of this company decide to partially amend its Articles of Association, dividing them into chapters, modifying its articles 2, paragraphs 1 and 2; 3; 4; 7; 8, paragraph 1; 9, paragraph 3; 10, paragraphs 1, 2 and 4, adding a paragraph 7; 13; 14; 15; 16, paragraphs 1 and 2, adding a paragraph 3, renumbering the previous paragraph 3; 17, paragraphs 1 to 6; 19, paragraphs 1 and 2; 20, paragraph 1, adding a paragraph 2, renumbering the previous paragraphs 2 to 8; 22, paragraphs 1 and 3, excluding paragraph 4 and renumbering the previous paragraph 5; 23, paragraphs 2 and 4; 24, paragraph 1; 25, paragraph 1; 26, paragraphs 1, 2 and 4; 28, paragraphs 1 and 3; 29, paragraphs 1 and 2; 30, paragraphs 1 to 3, adding paragraphs 4 to 7; 31; 32; 33 and 34; adding articles 35 and 36. The Articles of Association will thus have the new wording as follows:

Mozelos, Santa Maria da Feira
29 March 2021

Corticeira Amorim, S.G.P.S., S.A.
The Board of Directors

ARTICLES OF ASSOCIATION
CORTICEIRA AMORIM, S.G.P.S., S.A.

23 April 2021

CHAPTER I
Name, Registered office, Object and Duration

Article I
The name of the Company is CORTICEIRA AMORIM, S.G.P.S., S.A.

Article II
2.1 The registered office of the Company is situated in Rua Comendador Américo Ferreira Amorim, 380, Mozelos, Santa Maria da Feira [Portugal], and may be moved by resolution of the Board of Directors to any other place permitted by law.

2.2 The Board of Directors may set up any branches, offices, affiliates, subsidiaries, agencies or representative offices or any other form of representation that it deems necessary anywhere in the Portuguese territory or abroad.

Article III
The object for which the Company is established is to manage its interests in other companies as an indirect manner of carrying on an activity and also the provision of management services, including financial services, to companies in which it holds an interest or to entities with which it has signed subordination contracts.

CHAPTER II
Capital, Shares and Bonds

Article IV
The Company is formed for an unlimited period of time.

Article V
The fully paid-up share capital of the Company is EUR 133,000,000.00 (one hundred and thirty-three million euros).

Article VI
6.1 The share capital of the Company is divided into 133,000,000 shares.

6.2 The nominal value of each share is EUR 1.00.
6.3 The shares may be merely register entries or be aggregated in certificates of one, five, ten, fifty, one hundred, five hundred, one thousand and multiples of one thousand.
6.4 Shares issued as register entries or in certificate form are mutually convertible under Portuguese law.
6.5 The Company may issue non-voting preference shares or convert ordinary shares into non-voting preference shares.
6.6 Non-voting preference shares may be issued on the terms that they may, or at the option of the Company in general meeting may, be redeemed at a specified future date. Such shares shall be

redeemable for their nominal value or with a premium as the Company in general meeting may determine. If a resolution is passed to convert ordinary shares into non-voting preference shares or to issue non-voting preference shares, the Company in general meeting shall also fix the amount of the preference dividend or the criterion for determining such preference dividend without prejudice to the minimum dividend as provided for in law.
6.7 The shares are registered.
6.8 Certificates representing shares of the Company are signed:
(a) by two directors;
(b) by a director and an attorney duly empowered for such purpose; or
(c) by two attorneys duly empowered for such purpose.
The directors may authorize certificates to be issued with their authorized signatures affixed by some method or system of mechanical process.

Article VII

Unless otherwise decided, by the legally established majority but never less than a 51 per cent stake in the paid-up share capital, in a general meeting of the Company specially called for the purpose, the members enjoy a right of pre-emption in share capital increases (in proportion to the number of shares held by them), both as regards subscription for new shares and allotment of shares over which such a right has not been exercised.

Article VIII

8.1 By a majority of two-thirds of the Directors, they may decide to increase the share capital of the Company, one or more times, in accordance with the law, up to a maximum of EUR 200,000,000.00 (two hundred million euros).

8.2 It is the Board of Directors' responsibility to determine the terms and conditions which shall govern such capital increases as well as to determine the manner and period for subscription and payment for shares.
8.3 The authorization to make a decision to increase capital as set forth in Section 8.1 above shall be valid for the maximum period of time permitted by law and can be renewed one or more times.

Article IX

9.1 Payments for shares subscribed for in capital increases must be made in full or in part before or on the date fixed for that purpose by the Company in general meeting or by its Board of Directors. Members will otherwise be considered in arrears and interest will be charged on the debt at the maximum rate permitted by law.
9.2 In the event of such arrears, any rights attached to such shares shall be suspended.
If a member fails to settle the arrears as set forth above after receiving a notice requiring payment and does not pay the amounts due plus the accrued interest within a maximum period of 90 days, his shares will be forfeited (as well as any payments already made) in favour of the Company.

Article X

10.1 Any member who may use information obtained in the exercise of his right to access to such information for any ulterior purpose and to take personal or financial advantage of it damaging to the interests of the Company or other member(s), twill be held generally responsible for such damage and his shares will be liable to be forfeited.
10.2 The shares shall be forfeited by a resolution proposed by the Board of Directors at a general

meeting convened for that purpose, at the request of the Board of Directors within a 60-day period counted from the date of becoming aware of the fact conducive to the forfeiture.
10.3 Notice of the resolution adopted by the Company in general meeting shall be given by any means to the member concerned.
10.4 Except as otherwise provided by law the amount to be paid for the forfeited shares shall be the book value of the shares as determined in the last approved Balance Sheet, or at the value of the official market price on the date of the resolution, if lower.
10.5 Except as otherwise provided by law or unless otherwise agreed by the parties, the amount to be paid for the forfeited shares may be split into equal instalments (maximum of six) and no additional interest or expenses shall accrue.
10.6 If the amount payable for the forfeited shares shall be paid in a single full payment, this must be made within six months counted from the date of the resolution to forfeit shares; if split into instalments, the first instalment shall be due, at the latest, within six months from the date of such a decision. All subsequent instalments shall be paid at similar time intervals as the one determined for the first payment.
10.7 According to law, the share capital will be reduced by an amount corresponding to the nominal value of the number of shares forfeited.

Article XI

11.1 The Company may issue debt certificates as permitted by law, including debentures of all kinds, in accordance with a resolution of the Company in general meeting or a decision of the Board of Directors according to the law.
11.2 Resolutions and decisions to issue debt certificates and debentures may be approved by the smallest majority required by law for either case.
11.3 Debentures and other debt certificates may be register entries or be aggregated in certificates of one, five, ten, fifty, one hundred, five hundred, one thousand and multiples of one thousand.
11.4 Debentures issued as register entries or in certificate form are mutually convertible under Portuguese law.
11.5 Certificates representing debentures of the Company are signed:

(a) by two directors;
(b) by a director and an attorney duly empowered for such purpose; or
(c) by two attorneys duly empowered for such purpose.

The directors may authorize certificates to be issued with their authorized signatures affixed by some method or system of mechanical process.

Article XII

The Company is not bound to divide certificates subject to joint ownership and aggregating more than one share or debenture as long as their joint owners have not divided them. However once the joint owners have done so, the certificates may be divided at the request of the interested parties.

Article XIII

All expenses related to recording transfers, conversions and any other transactions in respect of shares and debentures of whatever kind, at the request of their holders or owners, shall be borne by the interested parties.

Article XIV

By resolution of the Board of Directors or, if so required by law, in accordance with a resolution to be passed by the Company in general meeting, the Company may be authorized under the law:

(a) to acquire, sell or pledge, in any manner, shares and debentures of its own stock belonging to the Company and any rights attached thereto as well as to carry out any transactions with such shares and debentures and upon such terms as the Company may think fit;
(b) to purchase, sell, exchange and lease real estate for the purposes permitted by law, by means of any acts or contracts, as well as encumber them

CHAPTER III

Governing Bodies

Article XV

The governing bodies of the Company are:

(a) the general meeting;
(b) the Board of Directors, including an Audit Committee;
(c) the Statutory Auditor.

Article XVI

16.1 In accordance with the law, the members of the group chairing the general meeting, the Board of Directors and the Statutory Auditor are elected by the shareholders of the Company.
16.2 The election shall be carried out based on separate list proposals that are presented for each corporate body, specifying the position to be held by each member.
16.3 In the election of the members of the Board of Directors, in addition to indicating those to be elected as Chairman and Vice-Chairman, the members, mostly independent, that will make up the Audit Committee and the respective Chairman shall also be indicated. The following shall be complied with:

(a) On a first poll, only one director - not forming part of the Audit Committee - shall be chosen from the persons proposed on lists subscribed by groups of shareholders provided, however, that none of such groups shall own shares constituting more than a 20% stake or less than a 10% stake in the share capital of the Company;
(b) At least 2 persons eligible for the position to be filled shall be proposed on each list as set forth in Section 16.2(a) above;
(c) One and the same shareholder may not subscribe more than one list as set forth in the above paragraphs;
(d) If on such a first poll there are lists submitted by more than one group of shareholders, then a poll shall be first taken among all such lists and, thereafter, among the names of the persons listed in the winning list;
(e) The lists referred to in the above paragraphs may be presented at the general meeting before the item of business relating to the election of Board members shall start to be transacted. Notwithstanding, such lists shall include the information data set forth in Section 289.1(d) of the Companies Act;
(f) After completion of such an election as set forth in the above paragraphs, the other directors shall be elected by the general meeting. All shareholders present at a meeting (regardless of the fact whether they have or have not subscribed or voted any of the lists referred to in Section 16.2(a) above) are entitled to vote;

(g) The general meeting may not elect other directors so long as one of the persons proposed in the lists referred to above has not been elected, except if no list has been presented.

16.4 It is understood that the members of the group chairing the general meeting, the Board of Directors and the Statutory Auditor shall take office immediately upon being elected. They must sign a statement of acceptance of the respective position.

Article XVII

17.1 The term of office of the members of the group chairing the general meeting, the Board of Directors and the Statutory Auditor shall be three calendar years.

17.2 Without prejudice to the provision set forth in Section 17.1 above concerning the term of office of the members of the Company's governing bodies and the provision set forth in Section 17.3 below, at the time of voting the report of the Directors, the financial statements and the proposal for appropriation of profit, the annual general meeting may decide to remove the members of the Board of Directors from office, with the exception of the directors comprising the Audit Committee, who may only be removed from office on justifiable grounds.

17.3 The provision set forth in Section 17.2 above will not apply to the Board member elected under special election provisions as set forth in Section 392 of the Companies Act and in Section 16.3(a) hereof, in case that shareholders holding at least a 20 percent stake in the share capital of the Company resolve against removing any such director from office regardless of the cause of the director's discharge from employment.

17.4 The members of the group chairing the general meeting, the Board of Directors and the Statutory Auditor shall serve during all their term of office and until legally replaced. The calendar year in which they are elected is computed as a full year for the purpose of their term of office.

17.5 In accordance with the law the members of the group chairing the general meeting, the Board of Directors and the Statutory Auditor may be re-elected.

17.6 The duties and powers vested in or imposed upon the members of the group chairing the general meeting, the Board of Directors and the Statutory Auditor may not be delegated, except as provided for in Sections 28.3 and 30.5 of these Articles.

Article XVIII

Voting methods in the governing bodies shall be determined by the respective chairmen unless otherwise required by mandatory law.

Article XIX

19.1 The members of the group chairing the general meeting, the directors of the Audit Committee and the Statutory Auditor should be paid a fixed remuneration.

19.2 The remuneration of all or some of the members of the Board of Directors, not forming part of the Audit Committee, may consist partly of a participation in the profits of the Company.

19.3 The profit-sharing scheme set forth in Section 19.2 above may not exceed three per cent for all the directors of the Company in office.

19.4 The general meeting or a committee elected by the general meeting shall be responsible for determining:

(a) the remuneration set forth in Section 19.1 above;
(b) the remuneration to be paid to each director;
(c) which directors shall benefit from a profit-sharing scheme as part of their remuneration and what the percentage shall be.

19.5 The foregoing committee shall consist of three members, who shall elect the chairman of the committee. This committee shall serve for the same period as the governing bodies of the Company.
19.6 The remuneration set forth in Section 19.2 above shall require always the agreement of the directors concerned; if any director shall not agree with his participation in the profits, such amount shall be deducted from the total sum allocated to that purpose.

General Meeting

Article XX

20.1 The general meeting shall be made up of shareholders who meet the following conditions:

a) Who, at 00:00 (GMT) of the fifth business day of trading before the date fixed for holding the general meeting (registration date) hold shares conferring at least one vote, which are demonstrably integrated or deposited in centralized system. For this purpose, such shares must remain integrated or recorded in the name of the shareholder up to the end of the general meeting.
b) Up to the end of the day prior to the Registration Date, they have declared, in writing, to those chairing the general meeting and, if applicable, to the Financial Intermediary where the individual share registration account is opened, their intention to participate in the general meeting;
c) If applicable, by the end of the day of the Registration Date, the respective financial intermediary has sent to the chairman of the general meeting information on the number of shares registered in its name on the Registration Date.

20.2 Shareholders and financial intermediaries may use email to send, respectively, the statement and information referred to in sub-paragraphs a) and b) above.
20.3 Each share qualifies for one vote.
20.4 Except as otherwise required by mandatory law, shareholders of non-voting shares and holders of debt certificates cannot attend general meetings.
20.5 Postal voting is allowed at annual general meetings. The postal vote forms must reach the Company's registered office by the 3rd business day before the date fixed for the holding of the meeting.
20.6 Voting by electronic means might be permitted at annual general meetings. The online vote must be received at the Company's registered office by the 3rd business day before the date fixed for the holding of the meeting. Before a notice of annual general meeting is sent to the Company's members, the Chairman of the group chairing the general meeting shall verify whether the Company is equipped with communication means that can ensure the security and authenticity of the casted vote.
20.7 A postal vote or an electronic vote in respect of a proposal submitted at a date later than the date on which such a postal vote or electronic vote was casted, will be considered a negative vote.
20.8 If a shareholder attends a general meeting, his/her postal vote or electronic vote will be revoked automatically.
20.9 The Company may, on request of the shareholder, e-mail to him/her any preparatory information about the general meeting within a 15-day period before the date fixed for the holding of the meeting.

Article XXI

21.1 The members of the group chairing the general meeting include a Chairman and a Secretary and may also include a vice-chairman and several Secretaries.

21.2 These officers need not be shareholders of the Company.

Article XXII

22.1 The general meeting shall meet in person, notwithstanding the fact that, in justified exceptional circumstances, it may meet through telematic means that guarantee the requirements foreseen in paragraph two of article twenty-eight:

(a) within the legal period of time:

a.1 to consider the report of the directors and the annual financial statements;

a.2 to consider the proposal for appropriation of profit;

a.3 to exercise any other powers, duties and authorities vested in the general meeting by law or by these Articles;

(b) whenever:

b.1 the Board of Directors or the Audit Committee shall request it;

b.2 one or more shareholders under the terms and conditions provided for in law, shall request it.

22.2 The requisition set forth in Section 22.1(b.2) must be in writing and must be sent to the Chairman of the group chairing the general meeting. The requisition must state clearly the business to be transacted at the meeting and include a justification for calling a general meeting; requisitions failing to explain clearly these reasons will not be considered.

22.3 Except as otherwise required by mandatory law, for a general meeting convened at the request of shareholders to meet and deliberate, more than 50% of the Company's share capital must be present in person or represented by proxy on first call; on second call, shareholders holding shares corresponding at least to the shareholding required by law to legitimise the calling of a general meeting must be present in person or represented by proxy.

22.4 Any shareholder(s) of the Company entitled by law to require that certain matters be included in the business to be transacted at a general meeting already convened or about to be convened, must disclose this intention in writing and send the requisition to the Chairman of the group chairing the general meeting.

Article XXIII

23.1 A shareholder entitled to vote may be represented by a proxy at a general meeting.

23.2 The authorization to be a proxy and act for and represent a shareholder at a general meeting may be given to a member of the Board of Directors, to a shareholder or to a non-member third party.

23.3 A corporation shall be represented by the person who the corporation shall designate for the purpose.

23.4 The Chairman of the group chairing the general meeting has to be informed of such proxies, which must reach the registered office of the Company at least five business days before the date fixed for the holding of the meeting, which must also indicate the proxy's domicile and date of the meeting; if the Chairman of the group chairing the general meeting has any doubts as to the authenticity of the signatures on the proxies, he may require that the signatures be officially authenticated.

Board of Directors

Article XXIV

24.1 The business of the Company shall be managed by a Board of Directors (which includes an Audit

Committee) consisting of a Chairman, a Vice-Chairman and one to nine members, one of whom shall be the Chairman of the Audit Committee.
24.2 The provision set forth in Section 24.1 above may be amended only by a resolution to be passed by a majority of shareholders holding at least two-thirds of the share capital of the Company.
24.3 Without prejudice to the provisions set forth in Article 29 below, the Board of Directors may have itself assisted by one to three advisers who shall be appointed by the directors. Such experts shall have acknowledged competence and merit. The term of office of these advisers shall coincide with that of the directors. The advisers have to be obligatorily called to attend Directors' Meetings but shall not have any voting rights.

Article XXV

25.1 The Board of Directors is generally responsible for running, managing and representing the Company and in particular:

(a) to move the location of the registered office of the Company to any other place permitted by law;
(b) to set up any branches, offices, affiliates, subsidiaries, agencies or representative offices of any kind anywhere in the Portuguese territory or abroad;
(c) to acquire, sell or pledge, in any manner, shares and debentures of its own stock belonging to the Company and any rights attached thereto as well as to carry out any transactions with such shares and debentures and upon such terms as the directors shall think fit;
(d) to acquire, sell, exchange and lease real estate for the purposes permitted by law, as well as encumber them;
(e) to exercise and promote the exercise of the rights of the Company in companies in which the Company has an interest;
(f) to acquire, sell, exchange, lease and pledge personal property in any manner;
(g) to negotiate borrowings with financial institutions on the terms, conditions and forms which the Board of Directors shall think fit;
(h) to operate bank accounts, deposit and draw monies, make, accept, sign and endorse cheques, negotiable invoices, bills of exchange, promissory notes and other negotiable instruments;
(i) to disclose, give up or come to terms in any proceedings or enter into arbitration;

(j) to exercise all other powers, authorities and discretions provided by law and these Articles of Association.

25.2 The Board of Directors shall determine its modus operandi.

Article XXVI

26.1 By a duly minuted resolution, the Board may delegate to one or more of its members:

(a) the implementation of the decisions made by the directors;
(b) the management of the ordinary course of business of the Company;
(c) the authority, power and discretion to implement certain management matters.

26.2 The Directors may delegate the authority, power and discretion vested in them as set forth in Section 26.1 above to an Executive Committee made up of an odd or even number of directors.
26.3 The Board of Directors shall determine the modus operandi of the Executive Committee set forth in Section 26.2 above.
26.4 The Company shall have a Secretary and an alternate Secretary, to be appointed by a duly minuted resolution of the Board of Directors, who shall perform the functions set forth in the Law.

Article XXVII

27.1 Acts involving obligations or responsibilities for the Company are binding if carried out by:

(a) a Managing Director within the limits of powers delegated to him by the Board of Directors;

(b) two directors;

(c) a director and an attorney duly empowered for such purpose;

(d) two attorneys, acting jointly, duly empowered for such purpose; or

(e) an attorney to whom special power has been given.

27.2 As far as ordinary routine work is concerned, the endorsement by a director or an attorney shall be sufficient.

Article XXVIII

28.1 The Board of Directors shall meet when called, by any means, to do so by its Chairman or two other directors as required by law.

28.2 The Board of Directors shall meet at any time or place dictated by the interests of the Company. Directors participating in Board meetings through the use of telematic means duly guaranteeing the simultaneous transmission and reception in real time of images and voice are deemed to be present at Board meetings provided that such telematic means ensure the security and authenticity of information exchanged. The use of telematic means shall be approved by a majority of attendants just before the beginning of the meeting.

28.3 A director may be represented at any Board meeting by any other director, who is not a member of the Audit Committee, after notifying the Chairman of the Board in writing to that effect.

28.4 Directors may vote by post on the resolutions of the Board of Directors.

28.5 The Chairman of the Board of Directors has a casting vote in Board decisions.

28.6 The office of a director shall be vacated if in a calendar year he shall have been absent four times (either consecutively or on alternate meeting dates) from Board meetings without permission of the Directors. The office of a director shall be declared vacate by the Board of Directors and another person shall be appointed in accordance with the law to replace the outgoing director.

Article XXIX

29.1 The Board of Directors may appoint specialised internal committees, chaired by an independent director and mostly composed of members of the corporate bodies, to which it assigns corporate functions.

29.2 The Board of Directors shall determine the number, the term of office and the modus operandi of the Consultative Committees set forth in Section 29.1 above.

Audit Committee

<u>Article XXX</u>

30.1 The business of the Company shall be supervised by an Audit Committee and a Statutory Auditor.

30.2 The Audit Committee is composed of three or four members of the Board of Directors, the majority of whom must be independent, and it may have an alternate member. The Chairman of the Audit Committee has a casting vote in the Committee's decisions.

30.3 At least one of the members of the Audit Committee should have a university degree appropriate to the performance of his duties, and be highly skilled in the financial, accounting and

auditing areas, and who is also independent, pursuant to the law.
30.4 The Audit Committee meets when convened by any means, by its Chairman, whenever he deems it necessary or when any of the members of the Committee requests such, as required by mandatory law.
30.5 The Audit Committee should have at least one meeting every two months. Members participating in Committee meetings through the use of telematic means duly guaranteeing the simultaneous transmission and reception in real time of images and voice are deemed to be present at Board meetings provided that such telematic means ensure the security and authenticity of information exchanged. The use of telematic means shall be approved by a majority of attendants just before the beginning of the meeting. Any member of the Audit Committee may be represented by another member, by means of a letter addressed to the Chairman of the Committee.
30.6 - Members of the Audit Committee cannot also be members of the Company's Executive Committee.
30.7 The office of an Audit Committee member shall be vacated if in a calendar year he shall have been absent four times (either consecutively or on alternate meeting dates) from Committee meetings without permission of the Committee. The office of an Audit Committee member shall be declared vacate by the Committee and another person shall be appointed in accordance with the law to replace the outgoing member.

Article XXXI

In addition to the responsibilities conferred by law, the Audit Committee is responsible for:
a) Supervise the effectiveness of the internal audit system;
b) Supervise the statutory audit of the accounts;
c) Propose the Company's external auditors;
d) Appraise and supervise the independence of the Statutory Auditor, particularly when it provides other services to the Company;
e) Approve the internal and external audit activity plans;
f) Receive information on irregularities reported by shareholders, employees or others;
g) Express an opinion on business dealings between the Company and its Directors.

Statutory Auditor

Article XXXII

32.1 The Company's accounts shall be examined by a Statutory Auditor, who may be a natural person or a statutory audit firm, who shall carry out the duties established by law. The Statutory Auditor is appointed by the general meeting.
32.2 The Company appoints one effective Statutory Auditor and one alternate.
32.3 The Statutory Auditor is responsible for carrying out all the analyses and verifications deemed necessary to the audit and legal certification of the Company's accounts.

CHAPTER IV
Final provisions

Article XXXIII

Non-mandatory provisions of the Companies Act may be overruled by a resolution of the shareholders passed in general meeting of the Company.

Article XXXIV

34.1 The net income of each financial year, less the amounts necessary for the formation or reintegration of the legal reserve, in the percentage required by law, shall be applied as decided by the general meeting, under the following terms:

(a) allocation of the profit for any purpose aimed to advance the interests of the Company, including the distribution of a sum of up to 5 per cent as a bonus to the staff upon such terms and conditions as the directors in their sole discretion may determine;
(b) for distribution as dividends to the shareholders of the Company;
(c) any other appropriation of profit permitted by law and not forbidden by these Articles.

34.2 During the financial year the Company shall be entitled to distribute profit in advance to its members up to the maximum amount permitted by law.

Article XXXV

35.1 The Company shall be wound up in the cases and terms provided for in law or by means of a resolution of shareholders holding at least 85% of the paid-up share capital of the Company.
35.2 If the Company shall be wound up, the liquidation of its assets shall be carried out outside the court by a committee made up of the Directors of the Company in office then, unless otherwise decided by the shareholders of the Company.

Article XXXVI

36.1 Any dispute among shareholders of the Company or between them and the Company arising out of or in connection with these Articles or resolutions carried by the Company in general meeting shall be submitted to the Commercial Arbitration Centre of the Instituto de Arbitragem Comercial. The dispute shall be definitively settled by a court of arbitration operating under the aegis of the aforementioned Centre, pursuant to the respective Regulations.
36.2 The arbitration shall be held at the registered office of the Oporto Trade Association/Oporto Chamber of Commerce and Industry.
36.3 The Court of Arbitration shall be made up of 3 arbitrators.
36.4 The arbitrators shall decide according to established Portuguese law.

Corticeira Amorim, S.G.P.S, S.A.

Edifício Amorim
Rua Comendador Américo Ferreira Amorim 380
Apartado 20
4536-902 Mozelos
Portugal

+351 227 475 400 **T**
+351 227 475 410 / 11 **F**
corticeira.amorim@amorim.com

Public Company
Share Capital
€ 133,000,000.00
VAT & Registration Number
500 077 797
Companies Registry of Santa Maria da Feira

ANNUAL GENERAL MEETING OF 23 APRIL 2021 - 12:00 a.m.

ELEVENTH ITEM ON THE AGENDA

PROPOSAL

Amorim – Investimentos e Participações, SGPS, S.A., in the capacity of shareholder of Corticeira Amorim, S.G.P.S., S.A., considering the resolutions taken under items nine and ten on the agenda, which resulted in the end of the current mandate of the members of the governing bodies,

shall propose

that the General Meeting of this company decide to elect, for a new three-year term of office from 2021 to 2023, the following members to the governing bodies, individually considered:

PROPOSAL 11º-A:
PRESIDING BOARD OF THE GENERAL MEETING

Chairman: Paulo de Tarso da Cruz Domingues, married, residing at Rua Feliciano Gomes Ruiz, nº 89 – 4475-635 Maia, with TIN 194 759 571;

Secretary: Rui Paulo Cardinal Carvalho, single, of age, residing at Rua de Santa Luzia, nº 929, 2º C – 4250-420 Porto, with TIN 259 593 591;

PROPOSAL 11º-B:
THE BOARD OF DIRECTORS, (including the AUDIT COMMITTEE)

Chairman: António Rios de Amorim, married, residing at Quinta do Monte, Travessa Alegre, nº 47 – Foz do Douro – 4150-038 Porto, with TIN 126 620 776;

Vice-Chairman: Nuno Filipe Vilela Barroca de Oliveira, married, residing at Avenida da Boavista, nº 4892, 4100-125 Porto, with TIN 194 652 483;

Board Member: Fernando José de Araújo dos Santos Almeida, married, residing at Praça Artur Santos Silva, nº 52 – 8º Dtº, 4200-074 Porto, with TIN 136 849 202;

Board Member: Cristina Rios de Amorim Baptista, married, residing at Rua de Nevogilde, nº 103, 4150-528 Porto, with TIN 126 620 784;

Board Member: Luísa Alexandra Ramos Amorim, married, residing at Avenida da Boavista, nº 5389 – H10, 4100-142 Porto, with TIN 201 444 054;

Board Member: Juan Ginesta Viñas, married, residing at Calle Amadeo Vives 1, 17458 Fornells de la Selva, Girona, Spain, with TIN 278 921 809;

Board Member: José Pereira Alves, married, residing at Rua Alfredo Keil, nº 257 A, 3º Esq., 4150-049 Porto, with TIN 105 189 030 - **Chairman of the Audit Committee**;

Board Member: Marta Parreira Coelho Pinto Ribeiro, married, residing at Flat 12, 258 Brompton Road, SW3 2AT London, with TIN 196 317 010 - **Member of the Audit Committee;**

Board Member: Cristina Galhardo Vilão, widowed, with a registered office at Rua Castilho, nº 13-D – 7ºA, 1250-066 Lisbon, with TIN 158 288 781 - **Member of the Audit Committee**;

Board Member: António Lopes Seabra, married, residing at Rua João de Barros, 90 B – 8º Esq., 4150-413 Porto, with TIN 125302932 - Member of the Audit Committee;

PROPOSAL 11º-C:
STATUTORY AUDITOR

Permanent: ERNST & YOUNG AUDIT & ASSOCIADOS – SROC, S.A., taxpayer identification no. 505 988 283, with registered offices at Av. da República, nº 90 – 6º - 1600-206 Lisbon, registered with the Official Statutory Auditors Professional Board (OROC) under no. 178 and with the CMVM under no. 20161480, represented by **Rui Manuel da Cunha Vieira** (Statutory Auditor no. 1154), married, registered with the CMVM under no. 20160766, with a registered office at Avenida da República, 90 – 6º andar, 1600-206 Lisbon, with TIN 185 961 827;

Alternate: Pedro Jorge Pinto Monteiro da Silva e Paiva (Statutory Auditor no. 1258), married, registered with the CMVM under no. 20160869, with a registered office at Avenida da República, 90 – 6º andar, 1600-206 Lisbon, with TIN 184 437 202.

Mozelos – Santa Maria da Feira
29 March 2021

Amorim – Investimentos e Participações, SGPS, S.A.
The Board of Directors

Amorim – Investimentos e Participações, S.G.P.S, S.A.

Edifício Amorim
Rua Comendador Américo Ferreira Amorim 380
Apartado 20
4536-902 Mozelos
Portugal

+351 227 475 400 **T**
+351 227 475 410 / 11 **F**
amorim@amorim.com

Share Capital
€ 57,288,000.00
VAT & Registration Number
No. 504 231 561
Company registered at the Companies Registry of Santa Maria da Feira

Curriculum Vitae

(summa)

de

Paulo de Tarso da Cruz Domingues

Dados pessoais

Data de Nascimento: 18 de agosto de 1964

Naturalidade: S. Martinho de Bougado, atual concelho da Trofa

Nacionalidade: Portuguesa

Domicílio profissional: Rua S. João de Brito, 605 E, 4.º, 4100-455, Porto

Email: paulo.tarso@abreuavogados.com

A) Graus Académicos:

- Licenciado pela Faculdade de Direito da Universidade Católica Portuguesa (Porto), em 1987
- Mestre em Direito, pela Faculdade de Direito da Universidade de Coimbra, na área de Ciências Jurídico-Empresariais, com a tese "Do Capital Social – Noção, Princípios e Funções", em 1997
- Doutor em Direito pela Faculdade de Direito da Universidade do Porto, em Ciências Jurídico-Civilísticas (na área de Direito Comercial), com a tese "Variações sobre o Capital Social", em 2009

B) Qualificações Profissionais:

- Professor Associado na Faculdade de Direito da Universidade do Porto, onde leciona a disciplina de Direito Comercial, desde 1998
- Diretor da Faculdade de Direito da Universidade do Porto, desde 2018
- Membro, desde 2009, do Conselho Científico da Faculdade de Direito da Universidade do Porto
- Presidente do Conselho Científico da Faculdade de Direito da Universidade do Porto, desde 2018

- Presidente do Conselho Pedagógico da Faculdade de Direito da Universidade do Porto (2010-14)
- Advogado, inscrito na Ordem dos Advogados, desde 1989
- Sócio da Abreu Advogados, desde 2008
- Membro do I.D.E.T. — Instituto do Direito das Empresas e do Trabalho, da Faculdade de Direito da Universidade de Coimbra
- Investigador integrado do C.I.J.E — Centro de Investigação Jurídico Económica, da Faculdade de Direito da Universidade do Porto
- Membro da comissão de redação da revista "Direito das Sociedades em Revista"
- Membro da comissão de redação da revista "RED – Revista Electrónica de Direito"
- Membro do Conselho Geral e de Supervisão da *PBS – Porto Business School*
- Membro da Associação Internacional de Seguros
- Membro da APA – Associação Portuguesa de Arbitragem
- Árbitro das listas de diversos Centros de Arbitragem em Portugal e no Brasil
- Membro e Vice-Presidente da mesa da Assembleia Geral da Concórdia – Centro de Conciliação, Mediação de Conflitos e Arbitragem
- Presidente da Associação Direito das Sociedades em Revista

<u>C) Atividade como Docente, Investigador e Académico:</u>
- Participação em diversas palestras, conferências, seminários, cursos de pós-graduação e cursos de Mestrado, essencialmente na área do direito das sociedades, nomeadamente na Facultad de Derecho da Universidad de Salamanca, na Universidade de Timor-Leste, na Faculdade de Direito da Universidade de Coimbra, na Universidade Católica Portuguesa (Porto e Lisboa), na Escola de Direito da Universidade do Minho, na Universidade Nova de Lisboa, na Universidade Portucalense, na Assembleia Legislativa de Macau, na Ordem dos Advogados e na Ordem dos Revisores Oficiais de Contas
- Participação em dezenas de júris de provas de mestrado e de doutoramento na área de direito comercial, na Faculdade de Direito da Universidade de Coimbra, na Faculdade de Direito da Universidade de Coimbra, na Faculdade de Direito da Universidade Católica (Porto e Lisboa), na Faculdade de Direito da Universidade de Macau e na Facultad de Derecho da Universidad de Salamanca
- Orientação de dezenas de teses de mestrado e de doutoramento

C) Outras Atividades Profissionais:

- Exercício da advocacia desde 1989
- Jurisconsulto
- Participação, como árbitro presidente e árbitro de parte, em diversos processos arbitrais
- Presidente da assembleia geral de diferentes sociedades

D) Principais publicações

- Autor de mais de oitenta publicações e artigos, especialmente sobre direito societário, destacando-se, entre outros, a sua colaboração no manual "Estudos de direito das sociedades", AAVV (coord. de Coutinho de Abreu), Almedina, Coimbra, 2015 (12.ª edição), Coimbra, Almedina; a sua colaboração no nos 7 volumes do Código das sociedades em comentário, editados pela Almedina; "A vinculação das sociedades por quotas no Código das Sociedades Comerciais", Revista da Faculdade de Direito da Universidade do Porto, Ano I, Coimbra, Coimbra Editora, 2004; "Os meios telemáticos no funcionamento dos órgãos sociais. Uma primeira aproximação ao regime do capital social", Reformas do Código das Sociedades, IDET – Instituto de Direito das empresas e do Trabalho, Coimbra, Almedina, 2007; "Traços essenciais do novo regime das acções sem valor nominal", in *Capital social livre e acções sem valor nominal*, coord. Paulo de Tarso Domingues e Maria Miguel Carvalho, Coimbra, Almedina, 2011; e "A reforma dos administradores", *Para Jorge Leite – Escritos jurídicos*, coord. João Reis et als., vol. II, Coimbra Editora, Coimbra, 2015

E) Ligações à Corticeira Amorim, SGPS, SA

Nos termos do artigo 289.º, n.º 1, al. d), *in fine*, do CSC, declaro que não exerço nem exerci qualquer atividade para a Corticeira Amorim, SGPS, SA, e que não tenho nem tive qualquer participação social desta sociedade.

Porto, 23 de março de 2021

Curriculum Vitae

(summa)

de

Rui Paulo Cardinal Carvalho

Dados pessoais

Data de Nascimento: 16 de setembro de 1993

Naturalidade: Paranhos, concelho do Porto

Nacionalidade: Portuguesa

Domicílio profissional: Rua S. João de Brito, 605 E, 4.º, 4100-455, Porto

E-mail: rui.c.carvalho@abreuadvogados.com

A) Graus Académicos:

- Licenciado pela Faculdade de Direito da Universidade de Coimbra, em 2015.
- Mestre em Direito pela Faculdade de Direito da Universidade de Coimbra, na área de Ciências Jurídico-Empresariais, com a tese "A Arbitragem Societária em Portugal – Entre o vazio legal e a esperança de um projeto", em 2020.

B) Qualificações Profissionais

- Advogado Estagiário na Abreu Advogados (2017 – 2019)

- Advogado Associado na Abreu Advogados (2019 – Presente)

C) Outras Atividades Profissionais

- Participação, como secretário, em diversos processos arbitrais

D) Publicações

- Artigo "A Infeção por VIH/SIDA como Deficiência na Aceção da Diretiva 2000/78/CE – Realidade ou Mera Possibilidade? – Breve Análise do Problema à Luz da Evolução da Jurisprudência do Tribunal de Justiça da União Europeia", publicado na Revista de Direito Público, n.º 18

- Artigo “Sobre a obrigação de não concorrência nos negócios de transmissão de empresa”, publicado no Boletim da Faculdade de Direito de Macau, n.º 40

E) Ligações à Corticeira Amorim, SGPS, S.A.

Nos termos do artigo 289.º, n.º 1, al. d), *in fine*, do Código das Sociedades Comerciais, declaro que não exerço nem exerci qualquer atividade para Corticeira Amorim, SGPS, S.A., e que não tenho nem tive qualquer participação social desta sociedade ou de qualquer sociedade.

Porto, 19 de março de 2021

DADOS PESSOAIS

Nome:	António Rios de Amorim
Data de Nascimento:	15 de Agosto de 1967
Nacionalidade:	Portuguesa
Estado Civil:	Casado (2 filhos)

FORMAÇÃO ACADÉMICA

1986 - 1989	Degree of Commerce - Faculty of Commerce and Social Sciences – Universidade de Birmingham (Reino Unido)

FORMAÇÃO COMPLEMENTAR

2007	Executive Program in Strategy and Organization – Graduate School of Business Stanford University (EUA)
2001	Managerial Skills for International Business – INSEAD (França)
1992	The Executive Program in Business Administration: Managing the Enterprise - Columbia University Graduate School of Business (EUA)
1989	Diplôme d'Oenologie – Universidade de Bordéus (França)
1989	Marketing Certificate – London Chamber of Commerce (Reino Unido)
1986	English Certificate - Joint Matriculation Board (Reino Unido)
1986	Business Studies Certificate - AEB Board A Level (Reino Unido)
1985	Principles of Management Certificate – London Chamber of Commerce (Reino Unido)
1977 - 1985	12º Ano de Escolaridade - Colégio dos Carvalhos (Portugal)

EXPERIÊNCIA PROFISSIONAL / DISTINÇÕES

Abril 2018	EY Entrepreneur of the Year - Portugal
desde Fevereiro 2018	Membro do International Business Policy Advisory Board do Instituto Internacional de San Telmo (Sevilha)
desde Junho 2015	Membro do Conselho Geral da COTEC Portugal
desde Abril 2015	Membro do Conselho Consultivo da Faculdade de Economia e Gestão (Universidade Católica Portuguesa)
desde Julho 2014	Cônsul Honorário da República da Bulgária em Santa Maria da Feira com jurisdição nos distritos do Porto, Aveiro e Braga
desde Fevereiro 2014	Membro do Conselho Consultivo da ATEC-Associação de Formação para a Indústria
desde Outubro 2013	Membro do Conselho Estratégico do IB-S-Instituto de Ciência e Inovação para a Bio-Sustentabilidade (Universidade do Minho)
desde Março 2013	Vice-Presidente do Conselho Superior da Associação das Empresas Familiares
2011 – 2012	Membro do Conselho Geral da CIP–Confederação Empresarial de Portugal
2009 – 2012	Membro Co-optado do Conselho Geral da Universidade de Trás-os-Montes e Alto Douro
2008 – 2015	Membro do Conselho Geral da *Porto Business School*
2007 – 2013	Vogal da Direcção da Associação das Empresas Familiares
desde 2007	Membro do Conselho Consultivo da APCER
Janeiro 2006	**Ordem do Mérito Agrícola, Comercial e Industrial – classe de mérito industrial: Comendador**
2005 – 2012	Presidente da Filcork-A Associação Interprofissional da Fileira da Cortiça
2003 – 2010	Presidente da *Confédération Européenne du Liège*
2002 – 2011	Presidente da Associação Portuguesa de Cortiça
2002 – 2014	Membro do Conselho Geral da Associação Empresarial de Portugal
desde Março 2001	**Presidente do Conselho de Administração da Corticeira Amorim, SGPS, SA**
1996 – 2001	Administrador Delegado da Amorim & Irmãos, SA e suas afiliadas
1994 – 2006	Membro do Conselho Fiscal da Seguros e Pensões, Gere
1993 – 2006	Administrador da Sociedade Figueira-Praia, SA
1993 – 1995	Responsável Operacional da Amorim-Empreendimentos Imobiliários, SGPS, SA
1992 – 1995	Administrador Executivo da Amorim Hoteis, SA
1991 – 1995	Associado da European Round Table of Industrialists
1990 – 1991	Administrador Executivo da Indústria Têxtil do Ave, SA
desde Janeiro 1990	Vogal do Conselho de Administração da Amorim-Investimentos e Participações, SGPS, SA
1989 – 1990	Estágio na Amorim-Investimentos e Participações, SGPS, SA com especial incidência em todas as áreas da cortiça.

CARGOS EM EXERCÍCIO

- Amorim – Investimentos e Participações, SGPS, SA (Vogal do Conselho de Administração)
- Amorim – Serviços e Gestão, SA (Presidente do Conselho de Administração)
- Amorim – Sociedade Gestora de Participações Sociais, SA (Vogal do Conselho de Administração)
- Amorim – Viagens e Turismo, Lda (Gerente)
- Amorim Bartop – Investimentos e Participações, SA (Presidente do Conselho de Administração)
- Amorim Champcork, SA (Presidente do Conselho de Administração)
- Amorim Cork Composites, SA (Presidente do Conselho de Administração)
- Amorim Cork Flooring, SA (Presidente do Conselho de Administração)
- Amorim Cork Insulation, SA (Presidente do Conselho de Administração)
- Amorim Cork Research, Lda (Gerente)
- Amorim Cork Services, Lda (Gerente)
- Amorim Cork, SA (Presidente do Conselho de Administração)
- Amorim Cork, SGPS, SA (Presidente do Conselho de Administração)
- Amorim Desenvolvimento – Investimentos e Serviços, SA (Presidente do Conselho de Administração)
- Amorim Florestal, SA (Presidente do Conselho de Administração)
- Amorim Florestal España, SL (Presidente do Conselho de Administração)
- Amorim Florestal II, SA (Presidente do Conselho de Administração)
- Amorim Florestal III, SA (Presidente do Conselho de Administração)
- Amorim Global Investors, SGPS, SA (Presidente do Conselho de Administração)
- Amorim Industrial Solutions – Imobiliária, SA (Presidente do Conselho de Administração)
- Amorim Natural Cork, SA (Presidente do Conselho de Administração)
- Amorim Subertech, SA (Presidente do Conselho de Administração)
- Amorim Top Series, SA (Presidente do Conselho de Administração)
- Chapius, SL (Presidente do Conselho de Administração)
- Comatral – Compagnie Marocaine de Transformation du Liège, SA (Presidente do Conselho de Administração)
- Compruss – Investimentos e Participações, Lda (Gerente)
- Corticeira Amorim, SGPS, SA (Presidente do Conselho de Administração e Presidente da Comissão Executiva)
- Cosabe – Companhia Sivo – Agrícola da Beira, SA (Presidente do Conselho de Administração)
- Dom Korkowy Sp. z.o.o. (Vogal do Conselho de Administração)
- Equipar – Participações Integradas, SGPS, Lda (Gerente)
- ETS Christian Bourrassé, SA (Vogal do Conselho de Administração)
- Francisco Oller, SA (Vogal do Conselho de Administração)
- Korken Schiesser, GmbH (Presidente do Conselho de Administração)
- Montinho das Ferrarias de Baixo - Sociedade Agroflorestal, SA (Administrador Único)
- Montinho SGPS, SA (Administrador Único)
- Olimpiadas Barcelona 92, SL (Presidente do Conselho de Administração)
- OSI – Sistemas Informáticos e Electrotécnicos, Lda (Gerente)
- Pimpolho SGPS, SA (Administrador único)
- QM1609 – Investimentos Imobiliários, SA (Administrador Único)
- Quinta do Monte 2020 SGPS, SA (Administrador Único)
- Quinta Nova de Nossa Senhora do Carmo, SA (Vogal do Conselho de Administração)
- SIBL – Société Industrielle Bois Liège (Gerente)
- Société Nouvelle des Bouchons Trescases, SA (Diretor)
- Taboadella, SA (Vogal do Conselho de Administração)
- Vinolok, AS (Administrador)

OUTROS CARGOS:

- Comatral – Compagnie Marocaine de Transformation du Liège, SA (Presidente da Mesa da Assembleia Geral)

OUTRAS INFORMAÇÕES

Não é titular de acções da Corticeira Amorim SGPS, SA.

Nuno Filipe Vilela Barroca de Oliveira

Avenida da Boavista, 4892 4100-125 Porto, Portugal

Tel.: *963 229 772* ***Email:*** *nuno.barroca@amorim.com*
Data de Nascimento: *24 de Novembro de 1970*

Formação

1993 – Administração de Empresas *– Universidade Católica Portuguesa (Porto)*

Experiência Profissional

Deu início à carreira profissional na área dos Seguros (Ocidental Seguros – ***1993****), Assets Investment (Merril Lynch –* ***1995****) e Banca Privada (Banco Comercial Português –* ***1996****), especializado em análise financeira e investimento privado.*

Em ***2000****, entra no GRUPO AMORIM, com responsabilidades executivas na empresa Natureza, SA, SGPS, SA (turismo, alimentação e bebidas).*
Foi nomeado membro do Conselho de Administração da Corticeira Amorim, SGPS em ***2003*** *e em* ***2006*** *como membro da Comissão Executiva da Sociedade, com a responsabilidade de Auditoria Interna e Sustentabilidade Empresarial. Desde 2012, é Vice-Presidente da Corticeira Amorim, SGPS, SA.*

Actualmente, ocupa os seguintes cargos:

Membro do Conselho de Administração: *Amorim – Investimentos e Participações, SGPS, SA; Amorim Cork, SA; Amorim Cork, SGPS, SA; Amorim Cork Composites; Amorim Florestal, SA; Amorim Florestal II, SA; Amorim Florestal III, SA; Cosaabe – Companhia Silvo-Agrícola da Beira, SA; Amorim Industrial Solutions – Imobiliária, SA; Amorim Cork Insulation, SA; Amorim Natural Cork, SA; Amorim Cork Flooring, SA Portugal e Alemanha; API – Amorim Participações Internacionais, SGPS, SA; Casa das Heras – Empreendimentos Turísticos, SA; Corticeira Amorim, SGPS, SA; Imobis – Empreendimentos Imobiliários Amorim, SA; Mosteiro de Grijó – Empreendimentos Turísticos e Imobiliários, SA; Paisagem do Alqueva, SA; Quinta Nova de Nossa Senhora do Carmo, SA; Taboadella, SA;* Atitlan Real Estate Porto Imóveis, SA; Atitlan Porto Investments, SA

Gerente: *Amorim Cork Ventures, Lda.; Corecochic – Corking Shoes Invetment, Lda; OSI – Sistemas Informáticos e Electrotécnicos, Lda; Amaroka, Lda.*

Outras informações:

Fluente em inglês
Orador convidado em Seminários e Conferências

Actividades:

Membro do CCE - Council of Cooperation Economic
Membro da APBA – Associação Portuguesa Business Angels
Presidente do Conselho Fiscal – Federação Portuguesa de Ténis
Conselheiro na Ahorro Corporación Financeira, SL
Consul Honorário da Noruega

Não é titular de ações da Corticeira Amorim, S.G.P.S., S.A.

Informação Pessoal Cristina Amorim

103 Rua de Nevogilde, 4150-528 Porto, Portugal

+351 227475425

cristina.amorim@amorim.com

Género Feminino |Data e local de nascimento 06/11/1968, Santa Maria de Lamas | Nacionalidade Portuguesa

CARGO **VOGAL DO CONSELHO DE ADMINISTRAÇÃO**

EXPERIÊNCIA PROFISSIONAL

De 1994 à presente data

Amorim Investimentos e Participações, SGPS, S.A.

1994 até 1997 – Corporate Finance

1997 até 2003 – Chief Financial Officer

2003 até 2012 – Vogal do Conselho de Administração e Chief Financial Officer

2012 até à presente data – Vice-Presidente do Conselho de Administração e Chief Financial Officer

De 1997 à presente data

Corticeira Amorim, SGPS, S.A.

De 1997 até 2017 – Investor Relations Officer

De 1997 até à presente data – Chief Financial Officer

De 2012 até à presente data – Vogal Não Executivo do Conselho de Administração

De 2017 à presente data

Banco BPI, S.A.

2017 até à presente data: Vogal Não Executivo do Conselho de Administração

2017 a 2020: Vogal da Comissão de Risco

2020 até à presente data: Presidente da Comissão de Risco e Vogal da Comissão de Nomeações, Avaliações e Remunerações

De Março a Dezembro de 1993

Analista Júnior

Soserfin – Sociedade de Investimentos e Serviços Financeiros, S.A.

De Janeiro a Março de 1993

Analista Júnior

Rothschild Asset Management Limited – Londres

N. M. Rothschild & Sons Limited - Corporate Finance – Londres

De Outubro a Dezembro de 1992

Trainee

S. G. Warburg España – Corporate Finance – Madrid

EDUCAÇÃO

De 1991 a 1992

Master in Business Administration | International Banking and Finance

Birmingham Business School – The University of Birmingham – Londres, Reino Unido

De 1986 a 1991

Licenciatura em Economia

Faculdade de Economia – Universidadedo Porto

Competências Pessoais

Língua maternal: Português

Outras Línguas

	COMPREENSÃO		PRODUÇÃO ORAL		ESCREVER
	Ouvir	Ler	Interagir	Falar	
Inglês	C2	C2	C2	C2	C2
	Advanced General English & English for Business and Commerce – The Pitman School of English – London, UK (1991) First Certificate in English – University of Cambridge, UK (1985) Certificates: TOEFEL (1991) and GMAT (1991)				
Francês	B2	B2	B2	B2	B2
Espanhol	C1	C1	B2	B2	B1

Informação adicional

Prémios e reconhecimentos: Best Investor Relations officer, 2016, IRG Awards (Deloitte)

Membro de: Membro da Ordem dos Economistas

Formação:

International Management (1992-93)
Universidade Católica Portuguesa

Marketing of Financial Services (1991-1992)
Barclays Bank, Birmingham Polythecnic

ANEXOS

1. **Cargos em exercício**
2. **Outros cargos de administração exercidos (últimos cinco anos)**

1. Cargos em exercício;

Cargos de Administração:

- Amorim – Investimentos e Participações, SGPS, SA (Vice-Presidente do Conselho de Administração e CFO)

- Amorim – Sociedade Gestora de Participações Sociais, SA (Vogal Não-Executivo do Conselho de Administração)

- Corticeira Amorim, SGPS, SA (Vogal Não-Executivo do Conselho de Administração e CFO)

- Banco BPI, S.A. (Vogal Não-Executivo Independente do Conselho de Administração)

Cargos em Instituições sem Fins Lucrativos:

- BCSD Portugal – Conselho Empresarial para o Desenvolvimento Sustentável – Membro da Direção

- AEM - Associação de Empresas Emitentes de Valores Cotados em Mercado – Membro do Conselho Geral, em representação da Corticeira Amorim, SGPS, S.A. (mandato termina em 2016; mantém-se em funções até nova eleição

2. Outros cargos de administração já exercidos (últimos cinco anos):

De*	Até	Empresa
2015	Fev. 2017	MCMAB – Serviços e Gestão, Lda.
2014	Fev. 2017	Amorim Cork Services, Lda.
2012	Fev. 2017	Amorim International Participations, B.V.
2010	Fev. 2017	Corunhal – Sociedade Agro-Florestal, S.A.
2009	Fev. 2017	Amorim – Participações Agro-Florestais, S.G.P.S., S.A.
2009	Fev. 2017	Amorim Finingest, SGPS, S.A.
2008	Fev. 2017	Amorim Global Investors, SGPS, S.A.
2008	Fev. 2017	Agolal – Sociedade Agro-Florestal, S.A.
2008	Fev. 2017	Agro-Pecuária Mirante e Freires, S.A.
2008	Fev. 2017	Bomsobro – Sociedade Agro-Florestal, S.A.
2008	Fev. 2017	Fruticor – Sociedade Agrícola de Frutas e Cortiças, S.A.
2008	Fev. 2017	INC. Livros e Edições de Autor, Lda.
2006	Fev. 2017	Amorim Serviços e Gestão, S.A.
2006	Fev. 2017	Amorim Viagens e Turismo, Lda
1999	Fev. 2017	Amorim Desenvolvimento - Investimentos e Serviços, S.A.
1998	Fev. 2017	Afaprom – Sociedade Agro-Florestal, S.A.
1998	Fev. 2017	Caneicor – Sociedade Agro-Florestal da Caneira, S.A.
1991	Fev. 2017	Cimorim – Sociedade Agro-Florestal, S.A.
1990	Fev. 2017	Resiféria – Construções Urbanas, S.A.

*** Ano da primeira nomeação/eleição para o órgão de administração.**

3. Detenção de ações da Corticeira Amorim, SGPS, S.A.

Não é titular de ações da Corticeira Amorim, SGPS, S.A.

Mozelos, 29 de março de 2021

CURRICULUM VITAE

DADOS PESSOAIS

- Nome: **LUISA ALEXANDRA RAMOS AMORIM**
- Data de Nascimento: 20 de agosto de 1973
- Naturalidade / Residência: Espinho/ Porto - Portugal
- Estado Civil: Casada

QUALIFICAÇÕES ACADÉMICAS

- **Em 1999** Cese em Marketing pelo ISAG no Porto
- **Em 1997** Bacharelato em Direção Hoteleira pela Escola Superior de Hotelaria e Turismo do Estoril

EXPERIÊNCIA PROFISSIONAL

- Desde 2020 — **Membro da Direção**
  ACIBEV
- Desde 2018 — **Membro Conselho Geral**
  Universidade Nova de Lisboa
- Desde 2017 — **Cônsul Honorária da Hungria**
  no Porto

  Presidente do Grupo VINTAGE PRIME, SGPS SA
  Com participação direta (100%)
- Desde 2010 — **Fundadora e Presidente**
  Associação Bagos D'Ouro
- Desde 2002 — **Ingressou no Grupo Corticeira Amorim**
  Com participação indireta

SOCIEDADES ONDE É MEMBRO DOS ORGÃOS SOCIAIS

- Desde 2018 — **Presidente do conselho de Administração**
  Taboadella
- Desde 2016 — **Presidente do Conselho de Administração**
  Amorim Negócios Internacionais, SA

Vogal do Conselho de Administração
Amorim - Serviços e Gestão, SA
Amorim Capital, SA
Amorim Desenvolvimento – Investimentos e Serviços, SA
Amorim Global Investors, SGPS, SA
Gerente
Amorim – Viagens e Turismo, Lda
OSI – Sistemas Informáticos e Eletrotécnicos, Lda.

- Desde 2013 **Vogal do Conselho de Administração**
Corticeira Amorim, SGPS, SA

- Desde 2012 **Presidente do Conselho de Administração**
Quinta Nova de Nossa Senhora do Carmo, SA (iniciando a função de Diretora executiva em 2002)

- Desde 2002 **Vogal do Conselho de Administração**
Amorim Investimentos e Participações, SGPS, SA

Não é titular de ações da Corticeira Amorim, S.G.P.S., S.A.

Data: 30 março 2021

DADOS PESSOAIS

Nome: ***Fernando José de Araújo dos Santos Almeida***
Morada: ***Praça Artur Santos Silva, nº 52 – 8º Dtº***
4200-534 Porto
Bilhete Identidade: ***3997806 – 08/09/2003 – Porto***
Contribuinte: ***136 849 202***
Data de Nascimento: ***30 de Julho de 1961***
Naturalidade: ***Vila Nova de Gaia***
Nacionalidade: ***Portuguesa***
Estado Civil: ***Casado***

FORMAÇÃO ACADÉMICA

1983 - 1984 ***Licenciado em economia pela Faculdade de Economia da Universidade do Porto***

FORMAÇÃO COMPLEMENTAR

Diversos cursos e seminários nas áreas de Balanced Scored, Gestão Estratégica, Controlo de Gestão, Avaliação da Performance e Sistemas de Suporte à Decisão

EXPERIÊNCIA PROFISSIONAL

2002 ***Director de Desenvolvimento Organizativo e Planeamento e Controlo de Gestão da Corticeira Amorim, SGPS, SA***

2000 – 2002 ***Director de Processos e Sistemas de Informação da Amorim Revestimentos, SA***

1994 – 2000 ***Director de Controlo de Gestão da Amorim Revestimentos, SA***

1991 – 1994 ***Responsável do Departamento de Consolidação, Reporting e Relação com Investidores da Corticeira Amorim, SGPS, SA***

1989 – 1991 ***Responsável pelo Departamento de Controlo de Gestão da Fitor, SA***

1986 – 1989 ***Início da actividade profissional na KPMG***

Intervenções regulares como orador nos cursos de especialização e pós graduação em Controlo de Gestão do Overgest (ISCTE – Lisboa) e em sessões de apresentação da experiência da Corticeira Amorim na implementação de Balanced Scorecard

Não é detentor de acções da Corticeira Amorim, SGPS, SA

DADOS PESSOAIS

Nome:	***Juan Ginesta Viñas***
Morada:	**Calle Amadeo Vives 1 de Fornells de la Selva España**
Bilhete Identidade:	**40.225.773-S**
Data de Nascimento:	**06 de Agosto de 1940**
Naturalidade:	***Girona – España***
Nacionalidade:	***Espanhola***
Estado Civil:	***Casado***

EXPERIÊNCIA PROFISSIONAL

1968 – 1973	***Director comercial da International Harvester***
1973 – 1977	***Director geral da Demag.EO***
1977 – 1985	***Director geral da Hunter Douglas e responsável nas sucursais Brasil, Argentina e Chile*** ***Director geral de Cia. Española para la fabricación – Mecánica del Vidrio S.A.***
1985 – 1990	***Administrador e Presidente da Torras Domenech***
1990 – 1996	***Sócio da TEG Holding – Fundo de Investimento Holandês***
1996 até hoje	***Administrador da Trefinos, S.L.***

CARGOS SOCIAIS

Administrador das Sociedades Espanholas – Trefinos, S.L. e Les Finques, S.A. e administrador da sociedade Portuguesa – Corticeira Amorim, S.G.P.S., S.A. desde 20 de Julho de 2012.

Não é detentor de acções da Corticeira Amorim, SGPS, SA

José Pereira Alves

Curriculum Vitae

Nome completo	José Pereira Alves
Nascimento	Castro Laboreiro – Melgaço em 29 de setembro de 1960
Morada	Rua Alfredo Keil 257A, 3º Esq, 4150-049 Porto
Nacionalidade	Portuguesa
Percurso académico e formação profissional	Licenciatura em Economia pela Faculdade de Economia do Porto em 1985; Curso de preparação para o exame de ROC, ministrado pela então CROC (hoje OROC); Múltipla formação profissional recebida durante os 32 anos de permanência na PwC (até 1998 Coopers & Lybrand), quer em Portugal quer no estrangeiro, ministrada quer por formadores internos quer por externos, sendo que a maioria dessa formação foi intraempresa, embora nalguns casos com o envolvimento de instituições de ensino, nomeadamente o Insead; Corporate Governance – A Liderança de Boards pela Nova Executive Education em Outubro de 2017.
Nível de conhecimento de línguas estrangeiras	Inglês – Utilizador Independente – B2 Espanhol – Utilizador Avançado – C1 Francês – Utilizador Básico – A2
Experiência profissional	De 1984 a 1993 trabalhou como técnico de auditoria na firma internacional de auditoria Coopers & Lybrand, tendo sido responsável pela execução e controlo de vários trabalhos de auditoria financeira, análise a sistemas de controlo interno e procedimentos contabilísticos, quer em empresas nacionais quer em empresas internacionais. Em 1990, após exame de qualificação profissional, é Revisor Oficial de Contas, inscrito na lista oficial da, então, Câmara dos Revisores Oficiais de Contas, passando a colaborador da Sociedade de Revisores Oficiais de Contas Boto, Amorim & Associados, SROC. Em 1993 torna-se sócio da sociedade de Revisores Oficiais de Contas Bernardes, Sismeiro & Associados, SROC. A 1 de Janeiro de 1994 assume o cargo de sócio da PwC, tendo sido responsável, ao longo de mais de 22 anos, pela coordenação de trabalhos de auditoria e revisão de contas de vários grupos, nomeadamente, Amorim, RAR, Salvador Caetano, Nors, Ibersol, TAP, CTT, Semapa e Jerónimo Martins, entre outros.

José Pereira Alves
Curriculum Vitae

Integrou entre 2001 e 2003 o Territory Leadership Team, órgão de gestão da PwC em Portugal, assumindo a responsabilidade pelas áreas de Learning & Development e Audit Methodology.

A partir de 1 de julho de 2007 voltou a integrar o órgão de gestão da PwC em Portugal, assumindo a função de Territory Human Capital Partner, bem como, a responsabilidade pela área de Knowledge Management.

Entre 1 de julho de 2011 e 30 de junho de 2015 assumiu a liderança da PwC em Portugal, enquanto Territory Senior Partner (Presidente).

Em 30 de junho de 2016 deixou de ser sócio da PwC Portugal.

Desde fevereiro de 2017 é Presidente do Conselho Fiscal da SFS – Gestão de Fundos, SGOIC, S.A..

De março de 2017 a dezembro de 2018 foi Vogal do Conselho Fiscal da Gestmin SGPS, S.A..

Desde junho de 2018 é Vogal do Conselho Fiscal da GMG – Grupo Manuel Gonçalves, SGPS, S.A. (em final de mandato).

Desde outubro de 2018 é Presidente do Conselho Fiscal da The Fladgate Partnership, S.A..

Desde abril de 2019 é Presidente do Conselho Fiscal da Galp Energia, SGPS, S.A..

Desde maio de 2019 é Presidente do Conselho Fiscal da NOS, SGPS, S.A..

Foi responsável pela coordenação da Pós-Graduação em Auditoria no ISAG entre 2000 e 2002.

Integrou o corpo docente do MBA em Finanças da Faculdade de Economia do Porto entre 2004 e 2008.

Foi membro do Conselho Superior da Ordem dos Revisores Oficiais de Contas.

É membro do Conselho Geral do Instituto Português de Auditoria Interna.

Não é detentor de ações da Corticeira Amorim, S.G.P.S., S.A.

Curriculum Vitae

Marta P. Coelho

London School of Economics, Houghton Street
London WC2A 2AE
United Kingdom
E-mail: m.p.coelho@lse.ac.uk

SUMÁRIO

Licenciada em Economia e Grau de Mestre em Economia pela Faculdade de Economia da Universidade do Porto. Grau de Doutor em Economia (especialidade em Economia Comportamental) pela London School of Economics and Political Science (LSE). Desde 2004 que é membro de staff da LSE. Entre 2004 e 2014 foi responsável pela disciplina de Negociação que se tornou uma disciplina de referência na LSE. Desde 2017 que é membro de Staff da Universidade Oxford, Said Business School, no curso Negociação para executivos. Neste curso desempenha funções letivas e também de coaching de executivos. Desde Fevereiro de 2021 que é Associate Fellow da Universidade de Oxford (Said Business School).

Em termos de investigação dedica-se essencialmente ao estudo do excesso de otimismo e excesso de confiança dos agentes económicos e implicações de tais desvios na tomada de decisões económicas. Os temas da sua investigação são temas centrais na área da Economia Comportamental como se comprova pela referência ao seu trabalho pelo premio Nobel em Economia, Daniel Kahneman, no seu livro "Thinking Fast and Slow".

Paralelamente às funções letivas e de investigação, desempenha funções de consultoria. Entre outras funções de consultoria, participou em estudos sobre a reforma de preços na indústria farmacêutica em Portugal e estudos de desenvolvimento económico regional. Tem também experiência comprovada em Consultoria/Coaching de executivos (nomeadamente nas áreas de negociação e de influência). E' membro efectivo (Vogal) do Conselho Fiscal da Corticeira Amorim.

CARGOS ACADEMICOS:

Fevereiro 2021 - ….: **Said Business School, University of Oxford, UK**

Associate Fellow

Junho 2017 - …: **Said Business School, University of Oxford, UK**

Oxford Programme on Negotiation (Curso de Executivos), Membro da *Teaching Faculty* e Coach

Novembro 2014 - …: **London School of Economics and Political Science (LSE), UK**

Department of Management, Research Associate

Setembro 2007 – Outubro 2014: **London School of Economics and Political Science, UK**

Department of Management, Membro de *Teaching Faculty*

Managerial Economics and Strategy Group (MES) &
Employment Relations and Organizational Behaviour Group (EROB)

CARGO NÃO ACADEMICO:

Abril 2019 - … **Corticeira Amorim S.G.P.S., S.A.**

Membro efectivo (Vogal) do Conselho Fiscal.

EDUCAÇÃO

GRAUS ACADEMICOS:

2000-2004 **London School of Economics, London, UK**

- Ph.D. (Doutoramento) em *Behavioural Economics/Management*
- Título da Tese de Doutoramento: “*Unrealistic Optimism, Entrepreneurship and Adverse Selection”*
- Supervisor: Professor David de Meza

1996-1999 **Faculdade de Economia do Porto, Portugal**
Mestrado em Economia (especialização em Economia Empresarial e Industrial), com distinção. Dissertação de mestrado intitulada "Cooperação e Rivalidade na Indústria Açucareira Portuguesa", que visou compreender a estratégia de negócio das empresas açucareiras portuguesas numa perspetiva da Teoria dos Jogos.

1988-1993 **Faculdade de Economia do Porto, Portugal**
Licenciatura (5 anos) em Economia, tendo terminado no top 5% (num total de cerca de 200 alunos).

OUTROS GRAUS:

2020-2021 **Henley Business School, University of Reading, UK**

Professional Certificate in Executive Coaching

EXPERIÊNCIA DE ENSINO

January 2019 – May 2019: **London Business School (LBS), UK**

Negotiation and Bargaining (Curso de MBA & EMBA & MSc): Membro da *Teaching Faculty.*

2018 - …: **The Small Countries Financial Management Centre (SCFMC)**

Junho 2017 - …: **Said Business School, University of Oxford, UK**

Oxford Programme on Negotiation: Coach e membro da *Teaching Faculty.* Responsável pelas sessões sobre "Tomada de decisão e desvios de racionalidade" (*decision-making and other biases*) e sobre "Estilos de Negociação e Emoções".

Fevereiro/2011-Novembro 2014: **London School of Economics and Political Science, UK**

Docente responsável pelo curso de *Negotiation Analysis* (MSc in Management) na LSE.

Janeiro/2010- Fevereiro/2011: **Licença de Maternidade**

Julho/2009-Janeiro/2010: **London School of Economics and Political Science**

Docente responsável pelos seguintes cursos:

- *Negotiation analysis* (MSc in Management).
- *Bargaining and Negotiation: Interests, Information, Strategy and Power.* (Julho 2009).

Docente co-responsavel pelo Curso de Executivos "*Negotiation and Decision-Making*" (Junho/Julho 2009).

Dezembro /2008-Junho/2009: **Licença de Maternidade**

Outubro/2004 – Dezembro/2008: **London School of Economics and Political Science**

Docente responsável pelos seguintes cursos:

- *Negotiation analysis* (MSc Management). Avaliações de ensino: Melhor professora do departamento de Managerial Economics & Strategy Group e no topo de toda a LSE.
- *Bargaining and Negotiation: Interests, Information, Strategy and Power*

Professora Convidada sobre "Empreendedorismo" – MSc in Management (February 2007).

Setembro/2000 - Setembro/2004: **London School of Economics and Political Science**

Interdisciplinary Institute of Management, curso *Economics for Management* (MSc Management), Docente responsável (Setembro 2002, Setembro 2003 e Setembro 2004).

Departamento de Economia, curso *Microeconomic Principles I* (BSc in Economics), Docente. *Avaliação de qualidade ensino:* media de 4.6 em 5 (onde "5" representa a nota máxima) nos dois anos.

Examinadora externa e responsável pelo *revision weekend* para *external students* - "Managerial Economics", 2001-2007.

1993-1999: **Universidade Catolica Portuguesa, Portugal, Professora**

Economia da Empresa / Estratégia Empresarial (Licenciatura 2º e 4 º anos)
Microeconomia Licenciatura (2º ano)
Economia Internacional, Licenciatura (2º ano)

1993-1996: **Instituto de Estudos Financeiros e Fiscais (IESF), Portugal, Professora**

Economia Internacional, Licenciatura (2º ano)
Economia Financeira, Licenciatura (2º ano)

BOLSAS DE ESTUDO E DISTINÇÕES:

2000-2004	Bolsa de Doutoramento da Fundação para a Ciência e Tecnologia
1998-2000	Bolsa de Mestrado da Fundação para a Ciência e Tecnologia
Setembro 2002	Departmento de Economia (LSE): Membro da equipa (liderada por Dr. Margaret Bray e por Dr. Jonathan Leape) que obteve o 2º premio no Reino Unido no *UK E-Tutor of the year competition* (prova nacional organizada pelo *Learning and Teaching Support Network* e pelo *The Times Higher Educational Supplement*) para o website do curso Microeconomic Principles.
Julho 2001	Bolsa do "The European Science Days 2001" summer school, Max Plank Institute.

EXPERIÊNCIA PROFISSIONAL:

Trabalhou como membro de equipas multidisciplinares de consultoria com empresas como a Europe Economics, Londres (sobre a reforma do sistema de saúde português) e com a Quaternaire Portugal (sobre desenvolvimento regional). Faz, também, consultoria/coaching de executivos nomeadamente nas áreas da negociação e influencia.

Membro efectivo (Vogal) do Conselho Fiscal da Corticeira Amorim.

INVESTIGAÇÃO

Os interesses de investigação estão sobretudo ligados à análise de *biases* comportamentais e suas implicações na tomada de decisão económica e no funcionamento e eficiência das empresas.

SELECÇÃO DE ARTIGOS PUBLICADOS

"Do Bad Risks Know It? Experimental Evidence on Optimism and Adverse Selection " (com David de Meza) *Economics Letters*, Volume 114, issue 2 (2012), pg. 168-171.

"Unrealistic Optimism: what it is and how to deal with it" *Management Research,* the Journal of the Iberoamerican Academy of Management, Volume 10, issue 3 (2012), pg. 226-238.

"*Unrealistic Optimism: still a neglected trait"* *Journal of Business and Psychology,* Volume 25, Issue 3 (2010), pg 397- 408. O Professor Daniel Kahneman referencia este paper no seu livro "Thinking, Fast and Slow" (2011).

"Irrational Exuberance, Entrepreneurial Finance and Public Policy" (com David de Meza e Diane Reyniers), *International Tax and Public Finance*, 11, 391-417, 2004 (edição especial sobre finanças publicas e mercados de capitais).

SELECÇÃO DE ARTIGOS EM CURSO

"*Coordination and leadership: does organizational structure matter?"* com Anastasia Danilov (University of Cologne) e Bernd Irlenbusch (University of Cologne).

***"Leadership, Coordination and Organizational Growth*"** com Bernd Irlenbusch (University of Cologne).

LINGUAS

Fluente em Português, Inglês e Espanhol (falado e escrito). Bons conhecimentos de Francês.

REFERÊNCIAS

Professor Stuart Corbridge, Deputy Director e Provost da London School of Economics and Political Science (in 2014).

Não é detentora de ações da Corticeira Amorim S.G.P.S., S.A.

Cristina Galhardo Vilão

QUALIFICAÇÕES ACADÉMICAS E PROFISSIONAIS	Licenciada em Direito, Faculdade de Direito da Universidade de Lisboa, 1987. Mestrado (LL.M.), Institute of Air and Space Law, McGill University, Montreal, Canadá, 1991. Advogada inscrita na Ordem dos Advogados desde 1990.
ÁREAS DE ACTUAÇÃO	Direito comercial, societário e financeiro; assessoria jurídica a empresas; fusões e aquisições; direito imobiliário; direito aéreo; arbitragem.
CARREIRA PROFISSIONAL	Sócia fundadora de Galhardo Vilão, Torres, Sociedade de Advogados, Lisboa, desde 2000. Sócia de Oliveira, Martins, Moura, Esteves e Associados, Sociedade de Advogados, membro de *Landwell, correspondent law firms of PricewaterhouseCoopers,* Lisboa, 1999 - 2000. Advogada em Belarmino Martins & Associados - Sociedade de Advogados, Lisboa, 1997 – 1999. Advogada em Barros, Sobral, G.Gomes & Associados - Sociedade de Advogados, Lisboa, 1992 – 1997. Clifford Chance, Londres, 1995. Presidente do Conselho de Arbitragem da Câmara de Comércio Americana em Portugal, 1994 – 1996. Secretária-Geral do Conselho Permanente de Concertação Social de Macau, 1988 – 1990. Assessora do Governo de Macau na área jurídico-económica, 1987 – 1990.

Nota com relevância para a Corticeira Amorim, SGPS, SA:

Não detém ações representativas do capital da Corticeira Amorim, SGPS, SA

SÍNTESE CURRICULAR

António Manuel Mónica Lopes de Seabra
Data Nasc.: 1951.04.06.

Formação Académica:
Licenciatura em Engenharia Electrotécnica -1973 - Fac.Engenharia da Univers.do Porto

Formação complementar:

Building Effective Organizations – Escola de Gestão do Porto 2003

ALPHA International General Management Programme - INSEAD / Fontainebleau -1992/93

International Manufacturing Program – INSEAD/Fontainebleau - 1999

Várias acções de formação em temas de gestão em Portugal e Alemanha

Participação como orador em várias conferências

Carreira Profissional:

2020/… - Sócio-gerente da empresa Terraços & Ruelas, lda.

2015/2017- Vice-President da Continental Tire (The Americas) for Tire Manufacturing Plants Coordination.

2011/2015- Executive Vice President da Continental AG na Business Unit Pneus (Shanghai-China) – Região Àsia e Pacífico

2000/2011 – Continental Mabor Indústria de Pneus S.A. – Administrador Delegado e Presidente do Conselho de Administração – (De Maio 2004 a Agosto 2004 – em acumulação, Gerente da Continental San Luis Potosi – México)

1996/2000- Continental Mabor Indústria de Pneus S.A. – Director de Operações e Logística (Aprovisinamentos, Logística, Planeamento de Produção e Serviço de Clientes).

1995/96- Continental Mabor Indústria de Pneus S.A. - Director de Materiais e Distribuição (Aprovisionamentos e Logística).

1990/95- Continental Mabor Indústria de Pneus S.A. - Director de Aprovisionamentos.

1989/90- MABOR-Manufactura Nacional de Borracha S.A. - Director de Aprovisionamentos.

1987/89- Electricidade de Portugal (Porto)/ Direcção Operacional de Distribuição Norte-Assessoria nas Àreas de Normalização e Aprovisionamentos.

1984/87- Companhia de Electricidade de Macau – Diretor Chefe da Divisão de Planeamento, Projecto e Construção da Rede de BT, MT e AT .

1979/84- Electricidade de Portugal (Lisboa) / Orgão Central de Tecnologia-engenheiro de Normalização.

1976/79- Instituto Superior Técnico (Lisboa)/ Dep.Produção, Transporte e Distribuição de Energia-Assistente e membro de equipa de investigação do INIC.

1973/74- Federação de Municípios do Ribatejo (Santarém)-Engenheiro de Projeto e Construção de Redes Elétricas MT e BT.

Em acumulação, desde 2004, membro de "Advisory Boards" e "Steering Commitees" da Continental AG para vários Projetos Especiais;

2000/2011– Continental Pneus (Portugal) - Administrador

2000/2011– Continental Lemmerz – Presidente do Conselho de Gerência

2000/2011– APIB - Presidente da Direcção (Ass. Portuguesa Industriais de Borracha).

2006/2011– Instituto Superior Técnico – Membro Conselho Consultivo em Engenharia e Gestão

2006/2011– Membro do Conselho de Fundadores da Casa da Música

2008/2011– Membro do Conselho de Administração da Fundação Casa da Música.

Não sou detentor, nem o meu cônjuge, de ações da Corticeira Amorim SGPS, SA.

ANNUAL GENERAL MEETING OF 23 APRIL 2021 - 12:00 a.m.

TWELFTH ITEM ON THE AGENDA

PROPOSAL

The Board of Directors of Corticeira Amorim, S.G.P.S., S.A.

shall propose

hat the Shareholders approve the remuneration policy, regarding the members of the governing bodies and the other directors.

Mozelos, Santa Maria da Feira
29 March 2021

Corticeira Amorim, S.G.P.S., S.A.
The Board of Directors

Proposal by the Board of Directors on the Remuneration Policy

Under the terms of and for the purposes of article 26-C (1) of the Portuguese Securities Act, the Board of Directors of Corticeira Amorim proposes to the general meeting the following Remuneration Policy to be in force in the three-year term 2021-2023:

Whereas:

1. according to the Company's articles of association, it is the responsibility of Corticeira Amorim's General Meeting to set the fixed and variable remuneration to be awarded to the members of the Board of Directors, that includes the Audit Committee, as well as set the remuneration to be awarded to the members of the Presiding Board of the General Meeting, and the Statutory Auditor;

2. under the terms of the general law, it is the responsibility of Corticeira Amorim's Board of Directors to set the fixed and variable remuneration to be awarded to its Officers and other Employees;

3. the Board of Directors considers that the policy and remunerations practised in previous financial years are clearly conducive to:
   - as far as the Board of Directors is concerned – the alignment of interests between the beneficiaries of such payments and the interests of the Company with a view to promoting an appropriate balance between the remuneration awarded and the performance achieved towards the medium to long-term profitability of the Company;
   - as far as the members of the remaining governing bodies are concerned – the carrying out of their duties in a professional, committed and independent manner, in order to fully safeguard the competences attributed to them by law or by the Company's Articles of Association;
   - as far as the Officers and other Employees are concerned – it clearly promotes the alignment of interests between the beneficiaries of such payments and the interests of the Company with a view to promoting an appropriate balance between the remuneration awarded and the performance demonstrated in terms of the Company's profitability and sustainability in the medium/long term;
4. the Company welcomes the recommendatory framework included in the Corporate Governance Code issued by the IPCG as an important good practice benchmark, seeking to adopt the recommendations related to the Remuneration Policy;
5. the Company considers that the General Meeting's appraisal and resolution on the Remuneration Policy for a three-year term - favours the understanding of the main guidelines of this policy in benefit of transparency in setting the remunerations to be attributed and also the medium-term stability of the remunerations framework to be implemented;

The Board of Directors of Corticeira Amorim hereby proposes that Shareholders consider and adopt the following

Remuneration Policy

2021/2023 triennium

1. The **Members of the Presiding Board of the General Meeting** shall be exclusively paid a fixed remuneration payable in twelve instalments per year, in line with market practice and the responsibilities inherent to the position held as well as their technical and professional knowledge and skills demonstrated;
2. The remuneration of the **Statutory Auditor** is in the form of a provision of services. This is established annually, considering the characteristics of the Company and market practices;
3. The **Members of the Board of Directors, including an Audit Committee,** shall be paid adequate remuneration taking into account:
   - the individual remuneration package agreed upon between the Company and each Director;
   - observance of the principles of internal equity and external competitiveness, taking into account relevant information disclosed by the main Portuguese economic groups on their remuneration policies and practices;
   - whenever such is adequate and feasible, such remuneration shall primarily consist of fixed pay for executive and non-executive directors, plus variable pay, for executive directors only, in the form of a performance-based premium/bonus for achieving the one-year targets of the companies of the Corticeira Amorim Group, and three-year targets of the Company.
   - the award of the variable pay component of remuneration referred to in the preceding paragraph shall be a bonus resulting from short term performance evaluation and from the contribution of the annual performance to medium / long term economic, environmental and social sustainability of the Organisation;
   - the actual amount of the variable pay shall always depend on the appraisal to be carried out every year by an internal committee specially created for this purpose (the Appointments, Evaluation and Remuneration Committee, made up for the most part of independent, non-executive directors). It shall appraise the performance of the Board of Directors' members, examining the contribution of each individual executive director to both the Company's profit in the relevant financial year and compliance with the Company's targets and implementation of the medium/long-term strategies adopted by the Company; the development of the results and the level of compliance with the following strategic

objectives: innovation, sustainability, organisational development and safety, competitiveness, growth, financial soundness and value creation;

- the payment of the variable pay component, if any, may be made wholly or in part after determination of the profit (or loss) in respect of a three-year period. There is, therefore, the possibility of the variable pay being reduced if the profit for the year reflects a significant deterioration in the Company's performance in the last financial year or if it is expectable that a significant deterioration will occur in the financial year underway;
- the non-executive members of the Board of Directors who form part of the Audit Committee shall be paid exclusively a fixed remuneration payable in twelve instalments per year, in line with market practice and the responsibilities inherent to the position held and their technical and professional knowledge and skills demonstrated;
- the members of the Board of Directors are prohibited from concluding contracts with the Company or with its subsidiaries and/or companies in which it holds an interest, which may mitigate the risk inherent to the variability of the remuneration as determined by the Company.

4. Payments arising from the termination of office of members of any of the Company's bodies or committees are those stipulated in the general law, and the Company is forbidden from establishing specific agreements that may allow the payment of other compensation;

5. The Company's other **Employees** shall be paid adequate remuneration taking into account:

- Corticeira Amorim's employees are covered by the collective bargaining agreement for the cork industry, entered into by the Portuguese Cork Association (APCOR) and by the industry's trade unions, which also provides the minimum compulsory remuneration framework:
- with regard to professional groups linked to industrial positions that require direct, indirect and administrative types of labour, the basic (fixed) remuneration benchmarks function - and should continue to function - as minimum fixed remuneration limits. Corticeira Amorim supplements this remuneration with variable bonuses linked to the degree of compliance with certain objectives (individual and team). The aim is to increasingly differentiate and extend these practices, fostering a logic of objectives and teamwork among Employees and Staff in this segment, and must continue to be embodied in a remuneration package that includes a basic monthly salary (fixed), allowances indexed to working time (shift, night work); and bonuses linked to the achievement of team objectives;
- with regard to Managers, Senior Executives and Middle Management, the Company practices - and should continue to practice - remuneration with a fixed component, in balance with market remuneration practices, and a variable remuneration system linked to

one-year and three-year objectives, privileging the achievement of individual and collective targets, but with a greater weighting in the achievement of the Company's profits. Its amount will be determined according to the objective and measurable contribution, through the Performance Management System - Objectives Management, of the Managers, Senior Executives and Middle Managers, in individual and/or collective terms, to the sustainable development of the activity and to the medium/long term profitability of the Company: the evolution of profits and the level of achievement of the strategic objectives of innovation, sustainability, organisational development and security, competitiveness, growth, financial soundness and value creation;

– This policy and alignment of incentives is intended to ensure the attraction and retention of professionals with the required skills, reinforcing an internal culture in which individual performance is placed at the service of a greater collective good, and should continue to take the form of a remuneration package that includes a fixed annual remuneration at the market average and a variable remuneration for one year and deferred (three years) periods, dependent on the achievement of individual and team goals;

6. The variable remuneration to be awarded under the terms of points 3 and 5 shall not exceed 65% of the fixed annual remuneration.

7. It is not the Company's policy to pay the following to the members of its corporate bodies:
   - share allotment plans and/or options to acquire shares from the Company or based on variations in the price of its shares;
   - any retirement benefit scheme to members of the governing bodies.

This Remuneration Policy is based on principles of simplicity, clarity and transparency and is in line with best practices and market trends. It aims to ensure that the total remuneration and its respective structure (fixed and variable components and, within the latter, the short and medium-term component) are competitive in relation to global market practices that encourage high levels of performance and professionalism, in favour of developing the sustainable growth strategy of the Corticeira Amorim Group.

Mozelos, 29 March 2021

The Board of Directors of CORTICEIRA AMORIM, S.G.P.S., S.A.

Corticeira Amorim, S.G.P.S, S.A.

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Companies Registry of Santa Maria da Feira