

Corticeira Amorim

Annex to the Remuneration Policy

Relating to the Sustainability Index | ESG criteria and targets 2024-2026 Triennium

(Approved at the Annual General Meeting of 6 May 2024, on a proposal from the Appointments, Evaluation and Remuneration Committee elected)

Relating to the Sustainability Index | ESG criteria and targets

1. ANNUAL variable remuneration:

- a) **2024** - Sustainability Index | ESG criteria and targets established by Corticeira Amorim for the 2022-2024 three-year period, which were approved together with the 2024-2026 Remuneration Policy at the Annual General Meeting of 22/04/2024 (Annexes I and II), namely:

ANNUAL VARIABLE REM. - ESG KPI	Target for 2024	Weighting
% Green Energy (controlled renewable electricity)	10%	20.00%
Gender Equality (Women workers)	26%	20.00%
Energy Efficiency	>2%/year	20.00%
Training (workers with training)	95%	20.00%
Productivity (calculated as Gross Value Added per capita of total Corticeira Amorim employees)	Positive annual evolution	20.00%

- b) **2025 and 2026** - Sustainability Index | ESG criteria and targets established by Corticeira Amorim for the 2025-2027 three-year period for all employees, which are as follows:

COMPONENT	ANNUAL VARIABLE REM. - ESG KPI	Target for 2026	Target for 2025	Weighting
1	Increase Energy Efficiency (%)	2.00%	2.00%	25.00%
2	Increase Water Use Efficiency (m ³ /M€)	665.0	675.0	25.00%
3	Increase Women in Management Positions (%)	28.0%	27.0%	25.00%
4	Reduce Rate of Recordable Work-Related Injuries (No.)	6.75	7.50	25.00%

AMORIM

Corticeira Amorim, SGPS, S.A.

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Share Capital: EUR 133,000,000.00
VAT & Registration Number: PT500077797
Register of Companies, Santa Maria da
Feira, Portugal

Component	Spec./Calculation Formula	
1	<p>Measures the increase in Energy Efficiency (or reduction in energy consumption) due to energy efficiency measures, expressed as a percentage of the impact of these measures on total consumption from the previous year</p> <p>Energy consumption: sum of energy consumption from natural gas, propane gas, diesel, petrol, cork dust, other biomass and electricity</p> <p>Reduction in energy consumption: amount of energy no longer used or necessary to carry out the same processes as the previous year, due to measures implemented during the current year</p> <p>Total energy consumption: amount of energy consumed the previous year</p> <p>The perimeter to be considered in the numerator and denominator is the sustainability targets perimeter (TP)</p>	<p>Formula:</p> $\frac{(-) \text{Reduction in energy consumption (year t) (GJ or MWh)}}{(+)\text{Total energy consumption (year t - 1) (GJ or MWh)}} \times 100$
2	<p>Measures the increase in Water Use Efficiency (or reduction in water consumption), expressed as the variation in water consumption in relation to sales, between two periods of time</p> <p>Water consumption (year t): water used in period t (difference between water withdrawal and water discharges +/- water stored)</p> <p>Sales (year t): total value of consolidated sales in year t of Corticeira Amorim and/or the Business Units</p> <p>The perimeter to be considered in the numerator and denominator is the sustainability targets perimeter (TP)</p>	<p>Formula:</p> $\frac{\text{Water consumption (year t) (m3 or ML)}}{\text{Sales (year t) (M€)}}$
3	<p>Measures the percentage of women in management positions in relation to the total number of workers in management positions</p> <p>Women workers in management positions: workers in leadership positions (board of directors, managers, department heads, team leaders)</p> <p>Workers in management positions: all women and men in leadership positions</p> <p>Workers: own workforce (employees and non-employees) Perimeter to be considered in the numerator and denominator is the sustainability targets perimeter (TP)</p>	<p>Formula:</p> $\frac{\text{Women workers in management positions (year t) (No.)}}{\text{Workers in management positions (year t) (No.)}} \times 100$
4	<p>Measures the number of recordable work related injuries per million hours worked</p> <p>Number of recordable work related injuries: total number of work related accidents that resulted in temporary absence of workers (in-itinere accidents are not included; includes accidents with own workforce)</p> <p>Number of hours worked: total number of hours dedicated to work, excluding missed days and absences</p> <p>The perimeter to be considered in the numerator and denominator is the sustainability targets perimeter (TP)</p>	<p>Fórmula:</p> $\frac{\text{Number of recordable work related injuries (year t)}}{\text{Number of hours worked (year t)}} \times 1000000$

2. TRIANUAL variable remuneration:

- a) **2024** - Sustainability Index | ESG criteria and targets established by Corticeira Amorim for the 2022-2024 three-year period and which were approved together with the 2024-2026 Remuneration Policy at the Annual General Meeting of 22/04/2024 (Annex III), namely:

ANNEX III TARGETS (TRIANUAL VARIABLE for 2024)		Weighting
Enviro.	-1% change in water consumption intensity/year	7.75%
Enviro.	> 2% energy efficiency /year	7.75%
Enviro.	≥ 2/3 of controlled renewable energy / year	7.75%
Enviro.	-5% of the weight of non-renewable virgin materials/year.	7.75%
Enviro.	≥ 90% waste recovery rate (non-cork) /year	7.75%
Soc.	Recordable work related injuries - reduction in the rate compared to the previous year	8.75%
Soc.	Workers with training - positive annual development compared to previous year	8.75%
Soc.	25% women in management positions	8.75%
Soc.	26% women workers	8.75%
Gov.	90% attendance at meetings of governing bodies and committees	8.75%
Gov.	90% participation in training programmes	8.75%

Gov.	Setting up and running specialised committees on Risk and ESG issues	8.75%
Gov.	Digital transition (degree of implementation vs. implementation plan)	N/A
Note: There is no annual digital transition plan, as they are proofs of concept (rolling wave), with no yearly metrics. The weighting of this KPI was therefore divided between the others.		100.00%

b) **2025 and 2026** - Sustainability Index | ESG criteria and targets established by Corticeira Amorim for the 2025-2027 three-year period for all employees, which are as follows:

COMPONENT	TRIANUAL VARIABLE REM. -- ESG KPI	Target for 2026	Target for 2025	Weighting
1	Increase Energy Efficiency (%)	2.00%	2.00%	25.00%
2	Increase Water Use Efficiency (m³/M€)	665.0	675.0	25.00%
3	Increase Women in Management Positions (%)	28.0%	27.0%	25.00%
4	Reduce rate of recordable work-related injuries (No.)	6.75	7.50	25.00%

Note: See point 1.b) above for Spec / Calculation Formulas for these components.

c) **Percentage of compliance in the 2024 to 2026 three-year period** - Once the percentage of compliance for each of the years has been calculated, the arithmetic average of the percentage of compliance for the 3 years will be used to determine the compliance percentage for the three-year period.

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As stated in the respective minutes of the General Meeting of Shareholders held on 6 May 2025, the present Remuneration Policy of Corticeira Amorim received a favourable vote of 111,891,454 shares, representing 84.129% of the Company's share capital, with 112,991,290 shares having participated in the decision-taking procedure, such that the percentage of those who voted favourably with regard to the aforementioned Annex to the Remuneration Policy was 99,03%, with this having immediately entered into force for the three-year period of 2024-2026.