

António Vítor Martins Monteiro



Personal Data:

- Date of Birth: 22 January 1944
- Place of Birth: Angola
- Nationality: Portuguese
- Position: Chairman of the Board of Directors
- Appointed for the 1st time on: 28 February 2012

Other positions in BCP:

- Chairman of the Commission for Corporate Governance of the Board of Directors
- Chairman of the Commission for Ethics and Professional Conduct

Direct Responsibilities:

- Board of Directors Support Office
- Company Secretary's Office
- Fundação Millennium bcp
- Client Ombudsman's Office

Other positions in BCP:

- Chairman of the Board of Curators and of the International Board of Fundação Millennium bcp

Positions outside the Group:

- Non-Executive Member of the Board of Directors of SOCO International, Plc
- Non-Executive Member of the Board of Directors of Banco Privado do Atlântico - Angola
- Member of the Board of Curators of Fundação Luso-Brasileira
- Member of the Board of Directors of Banco Sabadell, as representative of Banco Comercial Português SA
- Chairman of the Advisory Board of Gulbenkian's Partnerships for Development Programme

Number of shares of Banco Comercial Português, SA held on 31 December 2014:

- 18,119

Academic Education:

- Licentiate Degree in Law from the Law School of the University of Lisbon
- Passed the admission contest for embassy attaché positions, opened on 11 September 1967

Professional Experience

- 1968- Joins the Ministry of Foreign Affairs
- 1971 - Secretary at the Embassy in Kinshasa
- 1976 - 1976 - Portuguese Embassy in Rome
- 1977 - Representative at the United Nations Food and Agriculture Organization (FAO)
- 1978 - Vice-Chief of State Protocol
- 1981 - Permanent mission of Portugal to the UN
- 1984 - Deputy Permanent Representative to the Permanent Mission of Portugal to the United Nations

- From 1987 to 1991 - Head of the Office of the Secretary of State for Foreign Affairs and Cooperation
- From 1990 to 1991 - Member of the Portuguese Delegation that mediated the negotiations for the Peace Treaties in Angola, signed in Lisbon
- 1991 - Head of the Temporary Mission of Portugal to the Peace Process Structures in Angola and representative to the Political-Military Joint Committee, in Luanda.
- 1994 - Director -General for Foreign Policy of the Ministry of Foreign Affairs
- 1994/1996 - Coordinator of the Permanent Steering Committee of the Community of Portuguese-Speaking Countries
- 1997 - Portugal's Permanent Representative to the United Nations
- From 1997 to 1998 - Portuguese Representative of Portugal to the Security Council of the United Nations
- In April 1997 and June 1998 - Chairman of the Security Council of the United Nations
- From 1997 to 1998 - Chairman of the Committee created by the Security Council to deal with the situation caused by the conflict between Iraq and Kuwait
- 2000 - Portuguese Representative to the Economic and Social Council of the UN (ECOSOC)
- From 2000 to 2011 - Member of the panel of the Secretary-General for the Referendum in Sudan
- 2001 - Vice-Chairman of ECOSOC
- 2001 - Ambassador of Portugal in France
- Between 2001 and 2004 and from 2006 to 2009 - Portugal's Representative to the European Space Agency (ESA)
- From 2002 to 2009 - Member of the Ambassadors Forum - Agência Portuguesa para o Investimento
- In 2003 - Member of the Advisory Board of the Oceans Strategic Committee
- Between 2004 and 2005 - Minister of Foreign Affairs and of the Portuguese Communities
- Between 2005 and 2006 - High Commissioner of the UN for the Elections in the Ivory Coast
- Between 2006 and 2009 - Ambassador of Portugal in France
- From 2010 to 2011 - Member of the panel of the Secretary-General for the Referenda in Sudan
- 2011 - Member of the work team created by the Portuguese Prime-Minister for the internationalization and development of the Portuguese Economy
- 30 March 2009 to 28 February 2012 - Member of the Supervisory Board of Banco Comercial Português, S.A.
- 18 April 2011 to 28 February 2012 - Member of the Remunerations and Welfare Board of Banco Comercial Português, S.A.
- 18 April 2011 to 28 February 2012 - Chairman of the Supervisory Board of Banco Comercial Português, S.A.
- 28 February 2012 to 19 October 2012 - Chairman of the Board of Directors of Fundação Millennium bcp

Carlos José da Silva



Personal Data:

- Date of Birth: 06 January 1966
- Place of Birth: Angola
- Nationality: Angolan
- Position: Vice-Chairman of the Board of Directors
- Appointed for the 1st time on: 28 February 2012

Positions presently held in Group Millennium bcp:

- Member of the Board of Curators of Fundação Millennium bcp
- Chairman of the Commission for Nominations and Remunerations

Positions outside the Group:

- CEO of Banco Privado Atlântico
- Chairman of the BofD of Banco Privado Atlântico Europa
- Vice-Chairman of the Board of Directors of Atlântico Europa, SGPS, S.A.

Number of shares of Banco Comercial Português, SA held on 31 December 2014:

- 1,165,812

Academic Education:

- Licenciature Degree in Law from the Lisbon Law School

Professional Experience

- 1990 / 1994 - Carlos José da Silva e Paulo Marques Law Firm - Practising lawyer in the Economic - Juridical areas
- 1994 / 1998 - Carlos José da Silva e Associados - Founder and Lawyer
- Management consulting in the tax and financial area to multinational companies in the oil and financial area;
- Negotiation of Foreign Investment Processes under the contractual regime;
- 1998 / 2001 - Representation Office of Banco Espírito Santo (BES) - Representative of Banco Espírito Santo in Angola - Last Representative before opening of BESA
- 2001 / 2005 - Founder and Executive Director of Banco Espírito Santo Angola (Besa)
- 2006 Founder CEO of Banco Privado in Angola
- Until 28 February 2012 Member of the Supervisory Board of Banco Comercial Português, S.A.
- From 28 February 2012 to 19 October 2012 - Vice-Chairman of the Board of Directors of Fundação Millennium bcp
- Angola Management School - Chairman

Nuno Manuel da Silva Amado



Personal Data:

- Date of Birth: 14 August 1957
- Place of Birth: Lisbon
- Nationality: Portuguese
- Position: Vice-Chairman of the Board of Directors and Chairman of the Executive Committee of Banco Comercial Português, S.A.
- Appointed for the 1st time on: 28 February 2012

Positions presently held in Group Millennium bcp:

In Portugal:

- Member of the Board of Curators of Fundação Millennium bcp

Abroad:

- Vice-Chairman of the Supervisory Board of Bank Millennium, S.A. (Poland)

Direct Responsibilities:

- Office of the Chairman of the Executive Committee
- Communications Division
- Human Resources Division

Positions outside the Group:

- Member of the Management of APB - Associação Portuguesa de Bancos, representing Banco Comercial Português, S.A.
- Member of the Board of Auditors of Fundação Bial
- Member of the Supervisory Board of EDP - Energias de Portugal, S.A.
- Chairman of the Advisory Board of Centro Hospitalar do Oeste
- Vice- Chairman of APB - Associação Portuguesa de Bancos

Number of shares of Banco Comercial Português, SA held on 31 December 2014:

- 3,824,650

Academic Education:

- Licentiate Degree in Corporate Organization and Management at Instituto Superior das Ciências do Trabalho e da Empresa (ISCTE)
- Advanced Management Programme no INSEAD, Fontainebleau
- Member of the Institut International D'Etudes Bancaires

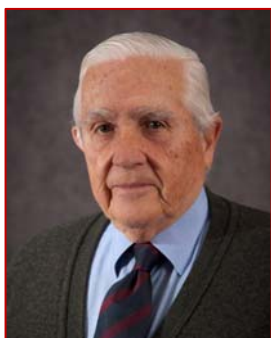
Professional Experience:

- From 1980 to 1985 - Employee of KPMG Peat Marwick, Audit and Advising Department
- From 1985 to 1990 - Citibank Portugal, with the positions of Financial Controller, Treasurer and Head of Financial Markets
- From 1990 to 1992 - Advisor of the Board of Directors of Banco Fonseca & Burnay, Delegate-Director of BFB Leasing and Secretary-General of BFB, with special responsibilities in the Bank's privatisation process
- From 1993 to 1997 - Member of the Board of Directors of Deutsche Bank Portugal, as Head of Human Resources and Infra-structures
- From 1997 to 2004 - Member of the Executive Committee of BCI - Banco de Comércio e Indústria / Banco Santander Portugal

- From 2001 to 2004 - Vice-Chairman of the Executive Committee and between 2000 and 2004 Member of the Board of Directors of Crédito Predial Português
- From 2001 to 2004 Vice-Chairman of the Executive Committee and between 2000 and 2004 Member of the Board of Directors of Banco Totta & Açores
- From 1997 to 2006 - Member of the Executive Committee and of the Board of Directors of Banco Santander de Negócios Portugal
- From 2005 to 2006 Vice-Chairman of the Executive Committee and Member of the Board of Directors of Banco Santander Totta, S.A.
- From 2005 to 2006 - Vice-Chairman of the Executive Committee and Member of the Board of Directors of Banco Santander Totta, SGPS
- From August 2006 to January 2012 - Vice-Chairman of the Board of Directors of Portal Universia Portugal
- From August 2006 to January 2012 - General-Manager and Member of the Management Committee of Banco Santander Central Hispano
- From August 2006 to January 2012 - Chairman of the Executive Committee and Vice-Chairman of the Board of Directors of Banco Santander Totta, S.A.
- From August 2006 to January 2012 - Chairman of the Executive Committee and Vice-Chairman of the Board of Directors of Banco Santander Totta, SGPS
- From 28 February to 19 October 2012 - Vice-Chairman of the Board of Directors of Fundação Millennium bcp

Álvaro Roque de Pinho Bissaia Barreto

Personal Data:



- Date of Birth: 1 January 1936
- Place of Birth: Lisbon
- Nationality: Portuguese
- Position: Member of the Board of Directors
- Appointed for the 1st time on: 28 February 2012

Other positions in BCP:

- Member of the Commission for Nominations and Evaluations
- Member of the Commission for Ethics and Professional Conduct

Positions outside the Group Millennium bcp:

- 2005 - TEJO ENERGIA, S.A. Chairman of the Board of Directors
- 2005 -NUTRINVESTES - Soc. Gestora de Part. Sociais, S.A. - Non executive Director
- 2005 - PRIME DRINKS, S.A. Chairman of the Board of the General Meeting

Number of shares of Banco Comercial Português, SA held on 04 October 2012:

- 0

Academic qualifications:

- Licentiate degree in Civil Engineering from Instituto Superior Técnico

Professional Experience:

- Management Course (American Management Association) (1961); Program on Management Development (Harvard Business School) (1969)

Professional Experience:

- 1959/1968 - PROFABRIL - Centro de Estudos, SARL - Engineering Advisor
- 1969/1971 - LISNAVE - Estaleiros Navais de Lisboa, SARL - Administrative Manager
- 1971/1974 - SETENAVE - Estaleiros Navais de Setúbal, SARL - Delegate Director
- 1974/1978 - LISNAVE - Estaleiros Navais de Lisboa, SARL - Delegate Director
- 1979/1980 (Jan.) - TAP - Air Portugal - Chairman of the Board of Directors
- 1982/1983 - SOPORCEL - Sociedade Portuguesa de Celulose, S.A. Chairman of the Board of Directors and non executive director of several industrial companies
- 1990/ 2004 - SOPORCEL - Sociedade Portuguesa de Celulose, S.A. Chairman of the Board of Directors
- 1990/2004 - TEJO ENERGIA, S.A. Chairman of the Board of Directors
- 1990/2004 - SOMINCOR - Sociedade Mineira de Neves Corvo, S.A. - Non-Executive Director
- 1990/2004 - NUTRINVESTES - Soc. Gestora de Part. Sociais, S.A. - Non-Executive Director
- 1992/1997 - CÂMARA DE COMÉRCIO LUSO BRITÂNICA - Chairman of the Board of the General Meeting
- 1992/2000- COMETNA - Companhia Metalúrgica Nacional, S.A - Chairman of the Board of the General Meeting

- 1992/2002 - SONAE, SGPS, S.A. Member of the Advisory Board
- 1992/2004 - PORTUGÁLIA - Comp. Portuguesa de Transp. Aéreos, S.A. Chairman of the Board of the General Meeting
- 1993/2001 - PLEIADE - Investimentos e Participações SGPS, S.A. - Non-Executive Director
- 1993/2001 - SONAE INVESTIMENTOS, SGPS, S.A. - Chairman of the Advisory Board
- 1998/2004 - INSEAD - Member of the Portuguese Council and of the International Council
- 2000/2004 - IBET - Instituto de Biologia Experimental e Tecnológica - Vice- Chairman of the Board
- 2001/2004 - NOVA ROBBIALAC - Indústria Ibérica de Tintas, S.A. - Non-Executive Director
- 2006/2012 - SAIP - Sociedade Alentejana de Inv. e Participações, SGPS, S.A. - Non-Executive Director
- 2006/2014 -BERALT TIN & WOLFRAM (PORTUGAL), S.A. - Non-Executive Director
- 1990/2014- MELLOL - Soc. Gestora de Participações Sociais, S.A. - Non-Executive Director
- From 30 March 2009 to 28 February 2012 Member of the Supervisory Board of Banco Comercial Português, S.A.
- From 16 April 2009 to 28 February 2012 - Member of the Audit Committee of Banco Comercial Português, S.A.
- From 28 February 2012 to 19 October 2012 - Member of the Board of Directors of Fundação Millennium bcp
- Since March 2012 - Member of the Board of Directors of Millennium bcp

Public Offices:

- 1978/1980 - Minister for Industry and Energy
- 1981/1981 - Minister for European Integration
- 1982/1983 - Member of Parliament
- 1983/1984 - Minister for Trade and Tourism
- 1984/1990 - Minister for Agriculture, Fishing and Food
- 1990/1997 - Member of Parliament
- 1991/1992 - Chairman of the Parliamentary Commission for Foreign Office, Portuguese Communities and Cooperation
- 1999/2004 - Member of Parliament
- 2001/2004 - Chairman of the Parliamentary Commission for Agriculture Rural Development and Fishing
- 2002/2004 - Member of the Municipal Assembly of Lisbon
- 2004/2005 - State Minister and Minister for Economic Activities and Work

Other Positions:

- 1995 - FUNDAÇÃO BISSAYA-BARRETO - Member of the Senior Council
- 1996/2002 - Fundação das Universidades Portuguesas - Member of the Evaluation Council
- 1998/2001 - UNIVERSIDADE DE COIMBRA - Member of the Social Council
- 1999/2010 - ACADEMIA DE ENGENHARIA - Effective Member
- 2003/2014 - INSTITUTO PORTUGUÊS DE CORPORATE GOVERNANCE - Member of the Advisory Board
- 2006/2012 - FUNDAÇÃO BATALHA DE ALJUBARROTA - Member of the Urban Planning and Management Board
- 2006/2013- PAÇO DE MAIORCA, PROMOÇÃO E GESTÃO DE EQUIPAMENTOS HOTELEIROS, SA - Chairman of the Board of the General Meeting

Decorations:

- Portugal - Commander of the "Ordem de Mérito Industrial"
- Norway - Cross of Saint Olav
- Italy - Cavalier of the Grand Cross
- Brazil - Commander of the "Ordem Nacional do Cruzeiro do Sul"
- Iceland - Great Cross of the "Ordem do Falcão"
- Belgium- Great Cross of the "Ordem de Leopoldo II"
- Spain - Great Cross of the "Ordem de Mérito Civil"
- Austria - Great Cross of Gold.

André Magalhães Luíz Gomes



Personal Data:

- Date of Birth: 20 February 1966
- Place of Birth: Lisbon
- Nationality: Portuguese
- Position: Member of the Board of Directors
- Appointed for the 1st time on: 28 February 2012

Other positions in BCP:

- Member of the Commission for Corporate Governance

Positions outside the Group Millennium bcp:

- Partner at Cuatrecasas, Gonçalves Pereira & Associados, Sociedade de Advogados, R.L.;
- Member of the Board of Directors of Fundação de Arte Moderna e Contemporânea - Coleção Berardo;
- Member of the Board of Directors of Bacalhã - Vinhos de Portugal, S.A.;
- Chairman of the Board of the General Meeting of FGA Capital Instituição Financeira de Crédito, S.A.;
- Chairman of the Board of the General Meeting of FGA Distribuidora Portugal, S.A.;
- Chairman of the Board of the General Meeting of Fiat Group Automobiles Portugal, S.A.;
- Chairman of the Board of the General Meeting of Rentipar Financeira, SGPS, S.A.;
- Chairman of the Board of the General Meeting of Quinta do Carmo - Sociedade Agrícola S.A.;
- Chairman of the Board of the General Meeting of Explorer Investments, Sociedade Capital de Risco S.A.;
- Chairman of the Board of the General Meeting of Explorer Investments, SGPS S.A.;
- Chairman of the Board of the General Meeting of Atena; Equity Partners - Sociedade de Capital de Risco, S.A.;
- Chairman of the Board of the General Meeting of Charon - Prestação de Serviços de Segurança e Vigilância, S.A.;
- Chairman of the Board of the General Meeting of Açoreana - Comapanhia de Seguros.

Number of shares of Banco Comercial Português, SA held on 31 December 2014:

- 53,451

Academic Education:

- Licentiate Degree in Law from the Lisbon Law School

Professional Experience:

- Until 30 December 2011 - Member of the Board of Directors of Metalgest - Sociedade de Gestão, SGPS S.A.
- Until 30 December 2011 - Member of the Board of Directors of Moagens Associadas, S.A.
- Until 28 February 2013 - Manager of the Discovery Portugal Real Estate Fund
- Manager of Bernardino Carmo & Filhos, SGPS
- 2009/ 28 February 2012 - Expert of the Remuneration and Welfare Board of Banco Comercial Português, S.A.
- From 28 February 2012 to 19 October 2012 - Member of the Board of Directors of Fundação Millennium bcp

- Until 6 October 2014 - Member of the Board of Directors of Atram - Sociedade Imobiliária, S.A.;

- Until 5 January 2015 - Manager of Brightmelody Unipessoal, Lda.
- Until 5 January 2015 - Manager of New Property - Sociedade Imobiliária, Lda.
- Until 5 January 2015 - Member of the Board of Directors of Matiz Sociedade Imobiliária, S.A.
- Until 5 January 2015 - Director of Gauluna, S.A.
- Until 5 January 2015 - Director of Dichiarato, S.A.
- Until 5 January 2015 - Director of Digiátomo - Sociedade Imobiliária, S.A.
- Until 9 September 2013 - Sole Director of Imobiliária São Joaquim, S.A.

António Henriques de Pinho Cardão



Personal Data:

- Date of Birth: 31 May 1943
- Place of Birth: S. Pedro do Sul
- Nationality: Portuguese
- Position: Member of the Board of Directors
- Appointed for the 1st time on: 28 February 2012

Other positions in Group Millennium bcp:

- Member of the Commission for Risk Assessment
- Member of the Commission for Ethics and Professional Conduct

Positions outside the Group:

- Non-Executive Member of the Board of Directors and of the Audit Committee - Cimpor - Cimentos de Portugal

Number of shares of Banco Comercial Português, SA held on 31 December 2014:

- 801,676

Academic Education:

- Licentiate Degree in Finance by Instituto Superior de Ciências Económicas e Financeiras

Professional Experience:

Performed several functions in the financial area, technical, Management and General Management (namely in the Associação Industrial Portuguesa, UEP, EDP and BCP) and was a member of the Board of Directors of industrial and service companies (Media, Insurance and Banks), Portuguese and international, namely:

- April 2011 to February 2012 - Member of the Supervisory Board of Banco Comercial Português, S.A.
- 2009 - 2012: Member of the Board of Auditors of companies of Group Monte & Monte and of the holding, Monte & Monte, SGPS, SA
- 2006 - 2012: Chairman of the Board of Auditors of the company Vila Galé, SA
- 2005 - 2012: Economist, as a self-employed individual: consulting, making of economic and financial studies, evaluation of companies
- March 2002 - March 2005: Member of the Portuguese Parliament as Independent MP in the PSD party's parliamentary group, with exclusivity.
- 1999-2002: Credit General Manager in Group Banco Comercial Português - BCP
- 1997-99: Director of Crédibanco-Banco de Crédito Pessoal, SA - Group BCP
- 1990-97: Director of BCP Investimentos, SA (Investment Bank of Group BCP) and of CISF - Banco de Investimento, SA-Group BCP
- 1989-90: Director of IPE - Investimentos e Participações do Estado, SA
- 1989-90: Chairman of the Board of Directors of Companhia de Seguros Garantia
- 1989-90: Director of Companhia de Seguros UAP-Vida
- 1989-90: Director of Companhia de Seguros UAP-Ramos Reais
- 1989-90: Director of SEFIS-Sociedade Europeia de Financiamentos e Serviços
- 1985-88: Director of Radiotelevisão Portuguesa (RTP)
- 1983-85: Director of Sorefame, SARL

- 1980-83: Director of Radiotevisão Portuguesa (RTP)
- 1983: Director of RTC - Radiotevisão Comercial
- 1982-83: Manager of Associação Industrial Portuguesa (Institutional Department)
- 1980-82: Chairman of the Board of Directors of Movierecord Portuguesa, SARL
- 1977-80: Economist - Senior Technician and Manager of Electricidade de Portugal (EDP)
- 1974-76: Technician at the Planning and Organization Department of the former União Eléctrica Portuguesa
- 1973-74: Economist-Technician of the Economic Research Office of Associação Industrial Portuguesa
- 1982/1983- Member of the former Advisory Board of Cinema
- 1968/1969 - Member and Vice-Chairman of AIESEC-Lisbon Committee (Association Internationale des Étudiants en Sciences Economiques et Commerciales)
- Partner of SEDES
- From 28 February 2012 to 19 October 2012 - Member of the Board of Directors of Fundação Millennium bcp
- Member of the Economists Association
- Member of the Chartered Accountants Association

António Luís Guerra Nunes Mexia



Personal Data:

- Date of Birth: 12 July 1957
- Place of Birth: Lisbon
- Nationality: Portuguese
- Position: Member of the Board of Directors
- Appointed for the 1st time on: 28 February 2012

Other positions in BCP:

- Member of the Commission for Corporate Governance

Positions outside the Group Millennium bcp:

- Chairman of the Executive Board of Directors of EDP - Energias de Portugal
- Since June 2013 - Vice-chairman Eurelectric

Number of shares of Banco Comercial Português, SA held on 31 December 2014:

- 11,330

Academic Education:

- Licentiate degree in Economics from the University of Geneva (Switzerland);
- From 1982 to 1995 - post-graduate lecturer of European Studies at Universidade Católica and Regent at Universidade Nova and Universidade Católica

Professional Experience:

- From 1986 to 1988 - Deputy Secretary of State for External Trade
- 1988/1990 - Vice-Chairman of the Board of Directors of ICEP - Instituto do Comércio Externo
- 1990/1998 - Director of Banco Espírito Santo de Investimento, SA.
- 1998 - Chairman of the Board of Directors of Gás de Portugal and Transgás
- 2000 - Became Vice Chairman of the Board of Directors of Galp Energia
- From 2001 to 2004 - Chief Executive Officer of Galp Energia and Chairman of the Boards of Directors of Petrogal, Gás de Portugal, Transgás and Transgás-Atlântico
- 2004- Minister for Public Works, Transports and Communications of the XVI Constitutional Government
- From 1999 to 2002 - Chairman of APE - Associação Industrial Portuguesa de Energia;
- From 1998 to 1998 - Deputy Chairman of AIP - Associação Industrial Portuguesa and Chairman of the General Council of Ambelis, as well as Representative of the Portuguese Government to the European Union in the work group for the development of trans-European networks.
- 2008/2012 - Member of the Supervisory Board of Banco Comercial Português, SA (had previously been a Member of the Senior Board)
- From 28 February 2012 to 19 October 2012 - Member of the Board of Directors of Fundação Millennium bcp
- July 2013 - Honoris Causa PhD from ISEG

Cidália Maria Mota Lopes



Personal Data:

- Date of Birth: 24 October 1971
- Place of Birth: Pombal
- Nationality: Portuguese

Academic Education:

- PHD in Business Management from the School of Economics of the University of Coimbra.
- Masters Degree in European Economics from the School of Economics of the University of Coimbra.
- Licentiate Degree in Economics from the School of Economics of the University of Coimbra.

Current positions:

- Professor of fiscal issues at the Instituto Superior de Contabilidade e Administração de Coimbra (ISCAC);
- Invited Professor at the Masters Degree in Accounting and Finance from the School of Economics of the University of Coimbra;
- Invited Professor at the Masters Degree in Public Companies Administration at the School of Law of the University of Coimbra (FDUC).

Professional Activity in the last 10 years:

- 1994 - 2015 Professor at the Instituto Superior de Contabilidade e Administração de Coimbra and invited Professor at the School of Economics and at the School of Law of the University of Coimbra;
- 2010 - 2014 Manager of the Coimbra Business School - Escola de Negócios de Coimbra;
- 2009 - 2010 Member of the Work Group for the *Tax Policy, Competitiveness and efficiency of the tax system in Portugal of the XVIII Constitutional Government*;
- 2009-2010 Received the Award Professor Doutor António de Sousa Franco, granted by the Chartered Accountants Association (OTOC), due to her papers: *"Quanto custa pagar impostos em Portugal?" - "Os custos de cumprimento da tributação do rendimento"*;
- 2005 - 2006 Member of the Work Group for the Simplification of the Portuguese Fiscal System of the XVII Constitutional Government;
- 2008 - 2014 Participated in the Project *"Evasão Fiscal, Fraude Fiscal e Cumprimento Fiscal: factores individuais, económicos e sociais"* (Project PTDC/CS-SOC/102706/2008) of SOCIUS - ISEG;
- 2015 - 1999 Has been publishing books and articles on tax issues, namely: *"A Fiscalidade das Pequenas e Médias Empresas - Estudo comparativo na União Europeia (1999)"*; *Quanto custa pagar impostos em Portugal? Os custos da tributação do rendimento (2008)"*; *Fiscalidade - Outros Olhares (2013) (coordenação)*; *A Fiscalidade das Sociedades Insolventes" (2015) (co-author)*;
- 2000 - 2015 Trainer on tax issues at the Chartered Accountants Association (OTOC) ;

- Member of the Scientific Council of the Associação Fiscal Portuguesa (Portuguese Fiscal Association) and member of the *International Fiscal Association* (IFA);

Number of shares of Banco Comercial Português, SA :

- 10,247

Jaime de Macedo Santos Bastos



Personal Data:

- Date of Birth: 26 November 1956
- Place of Birth: Lisbon
- Nationality: Portuguese
- Position: Member of the Board of Directors
- Appointed for the 1st time on: 28 February 2012

Other positions in BCP:

- Member of the Audit Committee

Positions outside the Group Millennium bcp:

- Since 1987 - Chartered Accountant of several companies, representing J. Bastos, C. Sousa Góis & Associados, SROC

Number of shares of Banco Comercial Português, SA held on 31 December 2014:

- 4,037

Academic Education:

- Licentiate Degree in Companies Administration & Management from "Universidade Católica Portuguesa"
- Several post-graduate degrees

Professional Experience:

- 1987/2000 - Information Systems Advisor
- 1983/1986 - Employee of Arthur Andersen & Co.
- 1986/1990 - Assistant Professor at "Universidade Católica Portuguesa"
- 2007/2012 - Member of the Board of Auditors of Cimpor - Cimentos de Portugal, SGPS, S.A.
- From 28 February 2012 to 19 October 2012 - Member of the Board of Directors of Fundação Millennium bcp

João Bernardo Bastos Mendes Resende



Personal Data:

- Date of Birth: 16 June 1963
- Place of Birth: Lisbon
- Nationality: Portuguese
- Position: Member of the Board of Directors
- Appointed for the 1st time on: 28 February 2012

Other positions in BCP:

- Chairman of the Commission for Risk Assessment

Positions outside the Group Millennium bcp:

- Since 2009 - Member of the Board of Directors of Banco Urquijo (Group Banco Sabadell)

Number of shares of Banco Comercial Português, SA held on 31 December 2014:

- 0

Academic Education:

- Licentiate degree in Economic and Entrepreneurial Sciences, specialization in Finances from “Colégio Universitário de Estudos Financeiros CUNEF, Universidad Complutense”, Madrid
- M.B.A. from Instituto de Estudos Superiores da Empresa (IESE)

Professional Experience:

- From 1987 to 1989 - Financial Advisor at F & G Inversiones Bursátiles, S.A.
- General-Manager of Gestemar Securities- Grupo March, since its creation in 1989 until 1993.
- From July 1993 to 2000 - Chairman of Ibersecurities, Sociedad de Valores y Bolsa, S.A., and Vice-Chairman and General Manager until June 2009.
- Since its incorporation in 2000 until 2003- Delegate-Director of ActivoBank (Group Banco Sabadell, Group BCP)
- From 2002 to 2009 - Member of the Commercial Committee of Banco Sabadell,
- Member of the Management Board of Instituto de Estudos Económicos.
- Member of the Spanish Institute of Financial Advisors.
- Member of the Management Board of Associação Espanhola do Mercado de Valores.
- Member of the Board of Directors of Cajastur Servicios Financieros
- From 28 February 2012 to 19 October 2012 - Member of the Board of Directors of Fundação Millennium bcp

João Manuel de Matos Loureiro



Personal Data:

- Date of Birth: 04 October 1959
- Place of Birth: Ílhavo
- Nationality: Portuguese
- Position: Member of the Board of Directors
- Appointed for the 1st time on: 18 April 2011

Other positions in BCP:

- Chairman of the Audit Committee

Positions outside the Group Millennium bcp:

- Professor at Faculdade de Economia do Porto and at EGP-UPBS; Investigator at CEF.UP.

Number of shares of Banco Comercial Português, SA held on 31 December 2014:

- 13,180

Academic Education:

- Licentiate Degree in Economics from the School of Economics of the University of Oporto
- PhD in Economics (majoring in International Macroeconomics and Finance) from the University of Gothenburg, Sweden
- Since 1984 - Teacher at the School of Economics of Universidade do Porto;
- 1996/2001 - Member of the Board of the School of Economics of Universidade do Porto
- Between 2000 and 2008 - Head of the MBA in Finances of the School of Economics of Universidade do Porto;
- between 2002 and 2008 he was also Chairman of the Paedagogic Council of the School of Economics of Universidade do Porto.
- Since 2008 - member of the General Board of UPBS (University of Porto Business School)
- Since 2008- Head of the Post Graduate Degree in Company Management of EGP - UPBS;

Professional Experience

- 1984 - Economist of the Planning Department of União de Bancos Portugueses;
- From 1986 to 1987 - Economist for the Economic Studies Department of Banco Português do Atlântico;
- Between 1997 and 2002 - responsible for "Boletim de Conjuntura Internacional" (International Conjuncture Bulletin) of Soserfin/BPN;
- In 2007 and 2008 - coordinator of the Budgeting per Programs Committee, Ministry of Finance.
- Since 2008 - Economic consultant for the assessment of the foreign exchange regime in Cape Verde;
- Since 2010 - Member of the Board of Representatives at the School of Economics of the University of Porto
- From 30 March 2009 to 28 February 2012 - Member of the Supervisory Board of Banco Comercial Português, S.A.
- From 16 April 2009 to 28 February 2012 - Chairman of the Audit Committee of Banco Comercial Português, S.A.
- 29 May 2009 to 28 February 2012 - Chairman of the Audit Board of Banco ActivoBank, S.A.
- 22 March 2010 to 28 February 2012 - Chairman of the Audit Board of Banco BII - Banco de Investimento Imobiliário, S.A.

- From 28 February 2012 to 19 October 2012 - Member of the Board of Directors of Fundação Millennium bcp

José Jacinto Iglésias Soares



Personal Data:

- Date of Birth: 25 June 1960
- Place of Birth: Luanda
- Nationality: Portuguese and Angolan
- Position: Member of the Board of Directors and of the Executive Committee of Banco Comercial Português, S.A.
- Appointed for the 1st time on: 12 April 2010

Positions presently held in Group Millennium bcp:

- Chairman of the Board of Directors of Millennium bcp - Prestação de Serviços, ACE

Direct Responsibilities:

- Operations Division
- IT Division
- Procurement Division
- Legal and Litigation Advisory Division
- Compliance Office
- Audit Division

Positions outside the Group:

- Non-executive Director of SIBS, S.G.P.S., S.A. and of SIBS Forward Payment Solutions, S.A.
- Member of the Remunerations Committee of UNICRE - Instituição Financeira de Crédito, S.A.
- Vice-Chairman of the General Board of Associação Industrial Portuguesa - Câmara de Comércio e Indústria, representing Banco Comercial Português, S.A.
- Member of the General Board of AEM - Associação de Empresas Emitentes de Valores Mobiliários Cotados no Mercado, representing Banco Comercial Português, S.A.
- Member of the General Board of IPCG - Instituto Português de Corporate Governance, representing Banco Comercial Português, S.A.
- Alternate Member of CEPES - CES - Conselho Económico e Social

Number of shares of Banco Comercial Português, SA held on 31 December 2014:

- 1,056,004

Academic Education:

- Licentiate Degree in Law from the Lisbon Law School
- Monitor in the Law Faculty of Lisbon
- Post Graduate Degree in Commercial and Companies Law from Universidade Católica de Lisboa
- Companies Management Programme from AESE
- Post Graduate Degree in Accounting and Finance from Universidade Católica de Lisboa

Professional Experience:

- 1985 to 1986 Jurisconsult in the legal Office of Fundo de Turismo
- 1986 to 2004 - Joined the staff of Banco Comercial Português S.A. having performed the following functions:
 - Account Manager in the Branch of 5 de Outubro - Lisbon

- Manager of the Cascais Branch
- Deputy Manager - Coordinator of the Individuals Network
- Commercial Manager in Nova Rede and Atlântico
- Manager of the Legal Department
- 2004 to 2005 Chairman of Instituto Português de Apoio ao Desenvolvimento (IPAD)
- 2005 to 2007 Manager of the Legal Support Division of the Compliance Office of Banco Comercial Português S.A.
- 2008 to 2009 Managing Director of the External Relations Division of Banco Privado Atlântico (Angola)
- 2009 to 2011 Executive Director of Banco Privado Atlântico - Europa, in charge of the Compliance, legal Advising and Internal Audit
- 19 April 2011/28 February 2012 - Member of the Executive Board of Directors of Banco Comercial Português, S.A.
- 18 April 2011 / 19 October 2012 - Member of the Board of Directors of Fundação Millennium bcp

José Miguel Bensliman Schorcht da Silva



Personal Data:

- Date of Birth: 12 July 1957
- Place of birth: Lisbon
- Nationality: Portuguese

Positions presently held in the Group:

- Group Risk Officer do Millennium BCP, since 2003.

Number of shares of Banco Comercial Português, SA held on 31 December 2014:

- 20.879

Academic education:

- 1986 Masters in Economics from the Université Catholique of Louvain (Belgium)
- 1984 Masters in Operational Research (academic part) from Instituto Superior Técnico (Lisbon)
- 1982 License Degree in Economics from Universidade Católica Portuguesa
- PADE (Programa de Alta Direção de Empresas), on the Associação de Estudos Superiores de Empresa (AESE)
- Eureka Program on INSEAD
- Received a grant from Invotan (NATO)
- He was awarded one of financial grants linked to the Joseph Bech Prize, from the Luxemburg Government, for his commitment to European Union.

Professional experience:

- From 1995 - Responsible for the ALM Division of BPA (1995-1998), and BCP (1998-2000) and Responsible for the Y2K project at a Group level (1999-2000) and for the design development and launching of cidadebcp (2000-2002) - Banco Comercial Português, S.A.
- From 2002 to 2003 - Responsible for the Investment and Brokerage Products Unit (2002-2003)
- 2014 - Professor responsible for the Banking in a Global Context - Universidade Católica Portuguesa
- From 1993 to 2002 - Member of the Board of Corretora Atlântico-Soc. Financeira de Corretagem S.A., of Servimédia - Sociedade Mediadora de Capitais, S.A. and Chairman of the Board of Servimédia-Sociedade Corretora S.A.
- From 1989 to 1995 - Responsible for risk control, ALM, financial markets research and capital markets in the Financial Division of Banco Português do Atlântico
- From 1990 to 1993 - Advisor of the Conselho Nacional do Plano President - Conselho Nacional do Plano
- From 1982 to 1989 - Consultant in financial services - Banco Português do Atlântico, Banco Nacional Ultramarino, Banco Espírito Santo, Manufacturers Hannover Trust
- From 1982 to 1995 - Professor responsible for the Statistics I and II and Econometrics courses - Universidade Católica Portuguesa

Maria da Conceição Mota Soares de Oliveira Callé Lucas



Personal Data:

- Date of Birth: 24 January 1956
- Place of Birth: Lisbon
- Nationality: Portuguese
- Position: Member of the Board of Directors and of the Executive Committee of Banco Comercial Português, S.A.
- Appointed for the 1st time on: 28 February 2012

Positions presently held in Group Millennium bcp:

In Portugal:

- Vice-Chairman of the Board of Directors and Chairman of the Audit Board of Millennium bcp Ageas Grupo Segurador, SGPS, S.A.;
- Vice-Chairman of the Board of Directors and Chairman of the Audit Board of Ocidental - Companhia Portuguesa de Seguros de Vida, S.A.;
- Vice-Chairman of the Board of Directors and Chairman of the Audit Board of Pensões Gere-Sociedade Gestora de Fundos de Pensões, S.A.;
- Manager of BCP África, SGPS, Lda.
- Member of the Board of Directors of BCP Capital- Sociedade de Capital de Risco, S.A.

Abroad:

- Member of the Board of Directors of BIM - Banco Internacional de Moçambique, S.A.;
- Member of the Supervisory Board of Bank Millennium, S.A. (Poland)
- Member of the Board of Directors of Banco Millennium Angola, S.A.

Direct Responsibilities:

- Corporate Division
- Large Corporate Division
- Investment Banking Division
- International Strategic Research Office
- Banco Millennium Angola (Angola)
- Asian Desk
- Millennium BIM (Mozambique);
- Millennium bcp Ageas

Number of shares of Banco Comercial Português, SA held on 31 December 2014:

- 275,002

Academic Education:

- 1980 - MSc from the London School of Economics, London University;
- 1980 - Lecturer in the Degrees in Management and Economics of Universidade Católica Portuguesa;
- 1979 - post-graduation in Hautes Études Européennes à Dominante Économique from Collège d'Europe, in Bruges;

- 1978 - Licentiate Degree in Companies Management and Organization from Universidade Católica Portuguesa.

Professional Experience:

- 2009 until February 2012- Director of Banco Privado Atlântico-Europa, S.A.
- 2008 - 2009 - Ifogest - Consultoria e Investimentos, S.A.
- 2002 - 2008 - Representative - Soci t  G n rale, Portugal
- 1995 - 2000 - Coordinating-Manager of Banco Esp rito Santo, S.A.
- 1992 - 1995 - Manager of Petrogal, S.A.
- 1989 - 1992 - Manager of ESSI (nowadays Banco Esp rito Santo de Investimentos);
- 1987 - 1989 - Manager of SEFIS, Sociedade de Investimento
- 1985 - 1987 - G n rale Bank, Branch in Portugal
- 1983 - 1985 - Banco Portugu s do Atl ntico
- From 28 February 2012 to 19 October 2012 - Member of the Board of Directors of Funda o Millennium bcp
- From 28 February 2012 to 19 October 2012 - Chairman of the Board of Directors of Millennium bcp Gest o de Activos- Sociedade Gestora de Fundos de Investimento, S.A.;
- From 28 June 2012 to 25 March 2013 - Member of the General Board of AEM - Associa o de Empresas Emitentes de Valores Mobili rios Cotados, representing Banco Comercial Portugu s, S.A.
- From 26 March 2012 to 30 June 2014 - Vice-Chairman of the Board of Directors and Chairman of the Audit Board of M dis- Companhia Portuguesa de Seguros de Sa de, S.A.;
- From 26 March 2012 to 30 June 2014 - Vice-Chairman of the Board of Directors and Chairman of the Audit Board of Ocidental - Companhia Portuguesa de Seguros, S.A.;

Miguel de Campos Pereira de Bragança



Personal Data:

- Date of Birth: 25 June 1966
- Place of Birth: Lisbon
- Nationality: Portuguese
- Position: Vice-Chairman of the Executive Committee and Member of the Board of Directors of Banco Comercial Português, S.A.
- Appointed for the 1st time on: 28 February 2012

Positions presently held in Group Millennium bcp:

In Portugal:

- Chairman of the Board of Directors of Banco de Investimento Imobiliário, S.A.
- Manager of Millennium bcp Participações, SGPS, Sociedade Unipessoal, Lda.
- Manager of BCP África, SGPS, Lda.

Abroad:

- Member of the Supervisory Board of Bank Millennium, S.A. (Poland)

Direct Responsibilities:

- Treasury and Markets Division
- Investor Relations Division
- Accounting and Consolidation Division
- Research, Planning and ALM Division
- Performance and Costs Control Division
- Management Information Division
- Tax Advisory Division
- International Division

Number of shares of Banco Comercial Português, SA held on 31 December 2014:

- 1,715,485

Academic Education:

- Licentiate Degree in Companies Administration & Management from "Universidade Católica Portuguesa
- INSEAD, Fontainebleau, MBA Programme. Award Henry Ford II attributed to the students with the highest average final grade

Professional Experience:

- From 1989 to 1992 - Resident Vice-President (previously, Manager and Assistant Manager) in the Capital Markets Area of Citibank Portugal, S.A.
- From 1993 to 2000 - Director (previously, Manager in charge of the Corporate Finance Area) in Banco Santander Negócios Portugal, S.A.
- From 1996 to 1999 - Co-Head of the Bank and in charge of the Investment Banking Area of Santander Investment Brasil
- From 2005 to 1999 - Vice-Chairman of the Board of Directors of Banco Santander Brasil
- From 1998 to 1999 - In charge of the Investment Banking in Latin America in Santander Investment (with head office in Brazil)
- From 2000 to 2006 - Director - responsible for the Financial, Accounting and Management Control, Marketing and Products Areas - of Banco Santander Totta e Santander Totta SGPS

- From 2007 to 2008 - Executive Director - responsible for Products and Marketing, being also responsible, since June, for the Phone Channel, Internet and Business Banking - of Abbey National PLC (nowadays Santander UK)
- From 2008 to February 2012 - Director - in charge of for the Financial, Accounting and Management Control, Marketing and Products Areas - of Banco Santander Totta, S.A., Santander Totta SGPS
- From 28 February 2012 to 19 October 2012 - Member of the Board of Directors of Fundação Millennium bcp

Miguel Maya Dias Pinheiro



Personal Data:

- Date of Birth: 16 June 1964
- Place of Birth: Lisbon
- Nationality: Portuguese
- Position: Vice-Chairman of the Executive Committee and Member of the Board of Directors of Banco Comercial Português, S.A.
- Appointed for the 1st time on: 11 November 2009

Positions presently held in Group Millennium bcp:

In Portugal:

- Chairman of the Board of Directors of Interfundos - Gestão de Fundos de Investimento Imobiliário, SA
- Manager of BCP África, SGPS, Lda.

Abroad:

- Chairman of the Board of Directors of Banco Millennium Angola, S.A (Angola)
- Vice-Chairman of the Board of Directors of BIM - Banco Internacional de Moçambique, S.A.

Direct Responsibilities:

- Risk Office
- Credit Division
- Rating Division
- Retail Recovery Division
- Specialised Recovery Division
- Real-Estate Business Division
- Specialised Monitoring Division

Positions outside the Group:

- Member of the Supervisory Board of Portugal Capital Ventures-Sociedade de Capital de Risco, S.A. representing Banco Comercial Português, S.A.

Number of shares of Banco Comercial Português, SA held on 31 December 2014:

- 1,092,366

Academic Education:

- Licentiate Degree in Corporate Organization and Management at Instituto Superior das Ciências do Trabalho e da Empresa (ISCTE)
- Corporate Senior Management Programme (PADE) - AESE
- Advanced Management Programme - INSEAD

Professional Experience:

- From 1987 to 1990 - Commercial and Financial functions in an industry sector SME;
- From 1990 to 1995 - Employee of Banco Português de Atlântico, with functions in the commercial and companies areas, in charge of coordinating the Economic and Financial Research Office. During this period of time, he was guest lecturer at IFB;
- Since 1996 - Employee of Grupo Banco Comercial Português, part of the teams that incorporated BPA into BCP, taking over the coordination of the integration project and the definition of the value proposal for the companies segment;
- From 1997 to 1999 - Banco Comercial Português, S.A. - Head of the Companies Marketing Department Cooperation with Directive Committees of Banco de Portugal

- From 1999 to 2000 - Banco Comercial Português: Coordinating Manager of NovaRede (Retail South). Collaboration with Directive Committees of the Bank of Portugal
- From 2001 to 2003 - Sent to Barcelona, Spain, undertaking the functions of C.E.O. of the company Managerland, S.A. (Internet banking operations for the BCP Group and Sabadell))
- From 2003 to 2005 - Banco Comercial Português / Servibanca - General Manager, in charge of the Contact Centre (Internet, Phone Banking and Customer Centre operations);
- From 2005 to September 2007 - General Manager of Banco Comercial Português, S.A., member of the Retail Executive Committee
- From 2005 to September 2007 - Head of the Commercial Innovation and Disclosure Department of BCP
- From February 2005 to September 2007 - Director of the company Millenniumbcp Gestão de Fundos de Investimento, S.A.
- From March 2005 to September 2007 - Chairman of the Board of Directors Millenniumbcp Teleserviços, Serviços de Comercio Electrónico, S.A.
- From March to October 2007 - Manager of AF Internacional, S.G.P.S. Sociedade Unipessoal, Lda.
- From 2005 to September 2007 - Member of the Executive Committee of CISP
- From August 2007 to November 2009 - Head of the Office of the Chairman of the Board of Directors of Banco Comercial Português, S.A
- From December 2009 to May 2011 - Chairman of the Board of Directors of Banco ActivoBank, S.A.
- From November 2009 to February 2012 - Member of the Executive Board of Directors of Banco Comercial Português, S.A.
- From March to June 2012- Chairman of the Board of Directors of Banco de Investimento Imobiliário, S.A.
- From 3 November 2009 to 19 October 2012 - Member of the Board of Directors of Fundação Millennium bcp

Raquel Rute da Costa David Vunge



Personal Data:

- Date of Birth: 30 June 1967
- Place of Birth: Angola
- Nationality: Portuguese
- Position: Member of the Board of Directors
- Appointed for the 1st time on: 15 October 2014

Positions outside the Group Millennium bcp:

- Member of the Board of Directors of Galp Energia, SGPS

Number of shares of Banco Comercial Português, SA held on 31 December 2014:

- 0

Academic Education:

- Licentiate Degree in Management from Instituto Superior de Gestão in Lisbon

Professional Experience

- 1997-2001 - Accounts Analyst at Sonangol Pesquisa e Produção
- 2001-2010 - Head of the Central Treasury Department of Sonangol EP
- 2010-2012 Head of Finance of Sonangol EP
- 2012-2013 Executive Director and CFO of Sonangol EP

Rui Manuel da Silva Teixeira



Personal Data:

- Date of Birth: 4 September 1960
- Place of Birth: Porto
- Nationality: Portuguese
- Position: Member of the Board of Directors and of the Executive Committee of Banco Comercial Português, S.A.
- Appointed for the 1st time on: 29 February 2012

Positions presently held in Group Millennium bcp:

In Portugal:

- Chairman of the Board of Directors of Millennium bcp Gestão de Activos - Sociedade Gestora de Fundos de Investimento, SA

Abroad:

- Member of the Supervisory Board of Bank Millennium, S.A. (Poland)
- Chairman of the Board of Directors of Banque Privée BCP (Suisse), SA

Direct Responsibilities:

- Retail Banking Division - North
- Retail Banking Division - Centre South
- Retail Banking Division - Centre North
- Retail Banking Division - South
- Retail Marketing Division
- Quality and Network Support Division
- Private Banking Department
- Millennium Gestão de Ativos
- Direct Banking Division
- Residents Abroad Division
- Banque Privée BCP (Switzerland)
- Millennium bcp Bank & Trust

Positions outside the Group:

- Member of the Board of Directors of UNICRE - Instituição Financeira de Crédito, S.A., representing Banco Comercial Português, S.A.
- Member of the Remunerations and Welfare Board of SIBS Forward Payment Solutions, S.A. and SIBS Forward Payment Solutions, S.A.
- Vice-Chairman of the Board of the General Meeting of Porto Business School

Number of shares of Banco Comercial Português, SA held on 31 December 2014:

- 170,389

Academic Education:

- Licenciature Degree in Electronic Engineering from the Faculty of Engineering of University of Oporto.
- Specialization degree in "Industrial Management" from INEGI da FEUP

Professional Experience:

- From 1984 to 1987 - Technical and quality management functions in a Multinational Company manufacturing semiconductors;;
- Since 1987 - Member of the staff Banco Comercial Português, Manager since 1990, member of the Group Senior Management since 1994 and General Manager since 2006, having performed the following functions::
- From 1987 to 1989 - Technician in the Individuals Marketing Department;
- From 1989 to 1991 - Assistant Technician of the Coordinator Manager of Individuals & Businesses
- From 1991 to 1995 - Head of the Telemarketing Systems Department, responsible for the Telemarketing & Customers Information Project and participated in the Project Team that launched Banco 7
- From 1995 to 1998 - Head of the Quality Department of Group BCP
- From 1999 to 2000 - Deputy Coordinator-Manager of NovaRede (Retail - North)
- From 2000 to 2001 - Head of the Commercial Dynamics Department of NovaRede
- From 2001 to 2003 - Head of the Real Estate Credit product Department
- In 2003 - Head of the Marketing Department of Retail in Bank Millennium SA (Poland)
- From 2003 to 2006 -Executive Director of Bank Millennium SA (Poland) and member of the Supervisory Boards of Millennium Dom Maklerski SA, BEL Leasing Sp Zoo and FORIN Sp Zoo
- From 2006 to 2009 - Head of the IT Global Division (Group) and member of the Coordination Committee of Banking Services
- From 2009 to 2010 - Vice-Chairman of the Executive Board of Directors of Bank Millennium SA (Poland), member of the European Banking Coordination Committee and member of the Supervisory Boards of Millennium Dom Maklerski SA, Millennium Leasing Sp Zoo and Millennium Lease Sp Zoo
- Since May 2010 to April 2011 - Head of the Marketing Department, member of the Coordination Committees of Retail and Companies, accumulating with Project M.
- From 18 de April 2011 to February 2012 - Member of the Executive Board of Directors of Banco Comercial Português, S.A.
- From 19 April 2011 to 19 October 2012 -Member of the Board of Directors of Fundação Millennium bcp