

## ANNEX I

### CURRICULA VITAE OF THE MEMBERS OF THE BOARD OF DIRECTORS OF BANCO COMERCIAL PORTUGUÊS, S.A.

(Regarding the positions held simultaneously in other companies, in and outside the Group, and other relevant activities performed, please see table 26 of this Report)

#### Non-Executive Members of the Board of Directors

(Detailed curricula are available at the Bank's website, on the page with the following address: <https://ind.millenniumbcp.pt/en/Institucional/governacao/>)

#### Nuno Manuel da Silva Amado

##### Personal Data

- Date of Birth: 14 August 1957
- Nationality: Portuguese

##### Positions held at the Bank

- Chairperson of the Board of Directors
- Member for the International Strategy Board

##### Direct Responsibilities

- Board of Directors' Support Office
- Company Secretary's Office
- Audit Division
- Fundação Millennium bcp

##### Positions held in the Group

- Vice-Chairman of BIM - Banco Internacional de Moçambique, S.A.
- Vice-Chairman of the Supervisory Board of Bank Millennium, S.A. (Poland)
- Chairman of the Board of Curators of Fundação Millennium bcp

##### Positions outside the Group

- Member of the Supervisory Board of EDP - Energias de Portugal, S.A.
- Member of the Board of Auditors of Fundação Bial
- Member of the Advising Board of Universidade de Lisboa
- Chairman of the Senior Board of the Alumni Clube ISCTE

##### Academic and Specialised Qualifications

- Licentiate Degree in Corporate Organisation and Management from Instituto Superior das Ciências do Trabalho e da Empresa (ISCTE)
- Advanced Management Programme from INSEAD, Fontainebleau

##### Professional experience in the last 10 years relevant to the position

- 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 2006 to January 2012 - Vice-Chairman of the Board of Directors and Chairman of the Executive Committee 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, S.A.

- From 28 February 2012 to 30 May 2018 - Vice-Chairman of the Board of Directors and Chairman of the Executive Committee 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
- From March 27, 2015 until June 16, 2018 - Vice-Chairman of the Management Board of APB - Associação Portuguesa de Bancos, representing Banco Comercial Português, S.A.
- From 4 April 2016 to 27 March 2019 - Effective member of the Plenary, of the Interdisciplinary Specialised Committee for Birthrate (CEPIN) and of the Specialised Standing Committee for Regional Development and Land Planning (CDROT) of the CES - Conselho Económico e Social
- On 30 May 2018 elected Chairman of the Board of Directors of Banco Comercial Português, S.A. for the term-of-office 2018/2021

#### Other

- On November 9, 2018 - Presented with Order of Infante D. Henrique - Grand Cross of Merit

#### Jorge Manuel Baptista Magalhães Correia

##### Personal Data

- Date of Birth: 05 November 1957
- Nationality: Portuguese

##### Positions held at the Bank

- 1st Vice-Chairman of the Board of Directors
- Chairman of the Remuneration and Welfare Board

##### Positions held outside the Group

- Member of the Board of Directors and member of the Corporate Governance Committee of REN - Redes Eléctricas Nacionais, SGPS, S.A.
- Chairman of the Board of Directors of Luz Saúde, S.A.
- Chairman of the Board of Directors of Fidelidade - Companhia de Seguros, S.A.
- Chairman of the Board of Directors of Longrun, SGPS, S.A.

##### Academic and Specialised Qualifications

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

##### Professional Experience in the Last Ten Years Relevant to the Position

- Since 1983 - Lawyer - Member of the Portuguese Lawyers Association I
- From May 2014 to August 2011 - Non-executive Chairman of the Board of Directors of Caixa Seguros e Saúde, SGPS, S.A.
- From January 2008 to May 2014 - Chairman of the Board of Directors of Companhia de Seguros Fidelidade - Mundial, S.A.
- From April 2011 to January 2016 - Chairman of the Board of Directors of Universal Seguros, S.A. (Angola)
- From October 2011 to March 2013 - Chairman of the Boards of Directors of HPP - Hospitais Privados de Portugal, S.A.
- From October 2011 to May 2013 - Vice-Chairman of the Board of Directors of Caixa Seguros e Saúde SGPS, S.A.
- From May 2014 to March 2017 - Vice-Chairman of the Board of Directors and Chairman of the Executive Committee of Companhia de Seguros Fidelidade, S.A.

- From May 2014 to March 2017 - Vice-Chairman of the Board of Directors and Chairman of the Executive Committee - Fidelidade Assistência Auto, S.A.
- From May 2014 to March 2017 - Vice-Chairman of the Board of Directors and Chairman of the Executive Committee of Multicare - Seguros de Saúde, S.A.
- From June 2014 to July 2018 - Chairman of the Board of Directors of Fidelidade Property International, S.A.
- From June 2014 to July 2018 - Chairman of the Board of Directors of Fidelidade Property Europe, S.A.
- From March 2017 to June 2020 - Chairman of the Executive Committee of Fidelidade - Companhia de Seguros, S.A.
- On 30 May 2018 elected 1st Vice-Chairman of the Board of Directors and Chairman of the Remuneration and Welfare Board of Banco Comercial Português, S.A., for the term of office 2018/2021.

### Ana Paula Alcobia Gray

#### Personal Data

- Date of Birth: 16 March 1962
- Nationality: Portuguese / South- African

#### Positions held at the Bank

- Member of the Board of Directors
- Member of the Committee for Risk Assessment
- Member of the Remunerations and Welfare Board

#### Academic and Specialised Qualifications

- Masters Degree in Business Management (MBA) from University of Witwatersrand
- Chartered Accountant (South Africa) - registered in the Ordem dos Revisores Oficiais de Contas (South African Chartered Accountants Association).
- Honours (post graduate) in Commerce from University of South Africa
- Honours (post graduate) In Accounting Science from University of South Africa
- Bachelor of Commerce from the University of South Africa

#### Professional Experience in the Last Ten Years Relevant to the Position

- From November 1996 to September 2015 - Group BAI (Lisbon, Portugal and Luanda, Angola) where she performed the functions of non-executive Vice-Chairwoman and executive director at the Group's banks.
- On 30 May 2018, elected Member of the Board of Directors and Member of the Remuneration and Welfare Board of Banco Comercial Português, S.A., for the term of office 2018/2021

### José Manuel Alves Elias da Costa

#### Personal Data

- Date of Birth: 13 October 1952
- Nationality: Portuguese

#### Positions held at the Bank

- Member of the Board of Directors
- Chairman of the Committee for Nominations and Remunerations
- Member of the Committee for Corporate Governance, Ethics and Professional Conduct
- Member of the Committee for Risk Assessment

#### Academic and Specialised Qualifications

- Licentiate Degree in Finance by Instituto Superior de Economia de Lisboa

#### Professional Experience in the Last Ten Years Relevant to the Position

- From May 2002 to May 2016 - Member of the Executive Committee - Banco Santander Totta
- From May 2017 to August 2018 - Advisor - Banque de Dakar (BDK), Senegal
- On 30 May 2018 elected Member of the Board of Directors of Banco Comercial Português, S.A. for the term-of-office 2018/2021

#### Xiaoxu Gu (Julia Gu)

##### Personal Data

- Date of Birth: 05 September 1970
- Nationality: Chinese

##### Positions held at the Bank

- Member of the Board of Directors

##### Positions held outside the Group

- Since 2011 - Executive Vice-Chairwoman of Group Fosun High Technology (Group) Co., Ltd.
- Since June 2015 - Non-Executive Member of the Board of Directors - Mybank
- Since January 2016 - Non-executive Chairwoman - Zhangxingbao (network Technology Co., Ltd)

#### Academic and Specialised Qualifications

- Masters in Business Management - East China Normal University
- Bachelor's Degree in Transportation Management - University Tongji (former Shanghai Tiedao University)

#### Professional Experience in the Last Ten Years Relevant to the Position

- From March 2010 to October 2011 - Non-Executive Director of Allinfinance (Allinpay's Subsidiary) and General Manager of Marketing Services Department of All in Pay Network Services Co., Ltd.
- From 2015 to 15 May 2018 - Chairwoman of the Board of Directors - Great China Finance Leasing (Shanghai) Co., Ltd. (subsidiary of Zhangxingbao)
- From 2015 to 18 May 2018 - Chairwoman of the Board of Directors - Shanghai Hongkou Guangxin Microcredit Co., Ltd. (subsidiary of Zhangxingbao)
- From 2015 to 18 May 2018 - Chairwoman of the Board of Directors - Guangzhou Fosun-Yuntong Microcredit Co., Ltd (subsidiary of Zhangxingbao)
- From 2015 to 18 May 2018 -Member of the Board of Directors - Zhejiang Zheshang International Financial Asset Exchange Co., Ltd.
- From 2015 to 08 June 2018 - Chairwoman of the Board of Directors - Shanghai Xinglian Commercial Factoring Co., Ltd.
- From 2015 to July 2018 - Member of the Board of Directors - Zhejiang Mybank Co., Ltd.
- From 2015 to 28 July 2018 - Member of the Board of Directors - Minsheng E-Commerce Co., Ltd.
- From 2015 to 28 July 2018 - Chairwoman of the Board of Directors - Shanghai Fosunling Asset Management Co., Ltd. (Subsidiary of Zhangxingbao)
- From 2016 to 28 July 2018 - Chairwoman of the Board of Directors - SUM Payment Services Co., Ltd
- On 30 May 2018 elected Member of the Board of Directors of Banco Comercial Português, S.A. for the term-of-office 2018/2021

## Lingjiang Xu

### Personal Data

- Date of Birth: 13 July 1971
- Nationality: Chinese

### Positions held at the Bank

- Member of the Board of Directors
- Chairman of the Committee for Corporate Governance, Ethics and Professional Conduct
- Member of the Committee for Nominations and Remunerations

### Positions held in the Group

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

### Positions held outside the Group

- Non-Executive member of the Board of Directors of Fidelidade - Companhia de Seguros, SA
- Non-Executive Chairman of the Board of Directors of Longrun Portugal, SGPS, S.A.
- Non-executive member of the Board of Directors - Luz Saúde, S.A.

### Academic and Specialised Qualifications

- Bachelor's Degree in German Language of the Foreign Studies University, Beijing, China
- Master's Degree in World Economy - Nan kai University, Tianjin, China
- Master in Finance - London Business School, London

### Professional Experience in the Last Ten Years Relevant to the Position

- From September 2011 to March 2012 - Director of Vermilion Partner LLP (London)
- From March 2012 to December 2013 - Partner to RH Regent Investment Management Co Ltd (Shanghai;)
- From February 2015 to February 2017 - Non-Executive Director of Luz Saúde, S.A.
- From May 2015 to February 2017 - Non-executive Vice-Chairman of the Board of Directors of Fidelidade - Assistência - Companhia de Seguros, S.A.
- From September 2015 to February 2017 - Non-Executive Director of the Board of Directors of Multicare - Seguros de Saúde, S.A.
- From October 2016 to March 2017 - Non-Executive Director of the company Chiado (Luxembourg), S.à.r.l.
- On 9 January 2017 he was co-opted by the Board of Directors of the Bank to exercise the functions of non-executive Director, until the end of the current triennial (2015/2017).
- On 30 May 2018 elected Member of the Board of Directors of Banco Comercial Português, S.A. for the term-of-office 2018/2021

### Teófilo César Ferreira da Fonseca

#### Personal Data

- Date of Birth: 03 October 1966
- Nationality: Portuguese and Angolan

#### Positions held at the Bank

- Member of the Board of Directors
- Chairperson of the Committee for Risk Assessment
- Member of the Committee for Nominations and Remunerations

#### Positions held outside the Bank

- Adviser of the Strategic General-Board of the Chamber of Commerce for Small and Medium-sized companies Portugal-China (As from January 2021)

#### Academic and Specialised Qualifications

- Attendance of the Intensive Management General Program (50 hours), from the Porto Business School
- Licentiate Degree in Financial Management - ISAG-Instituto Superior de Administração e Gestão, Porto
- Post-graduate degree in International Business; Porto Business School
- Master's degree in Regional Economic in Integration and European Policies; Porto; Universidade Católica do Porto
- Post-Graduate degree in Management Audit; Lisbon; INDEG/ISCTE, Lisbon
- Bachelor's Degree in SME Management - ISVOUGA, Santa Maria da Feira

#### Professional Experience in the Last Ten Years Relevant to the Position

- From October 2010 to October 2014 - Advisor of the Executive Committee (Chief of Transformation Officer) - Banco Caixa Geral Totta Angola
- From November 2014 to November 2017 - Deputy Manager - International Division of Group CGD
- On 30 May 2018 elected Member of the Board of Directors of Banco Comercial Português, S.A. for the term-of-office 2018/2021

### Members of the Board of Directors (Members of the Audit Committee)

(Detailed curricula are available at the Bank's website, on the page with the following address: <https://ind.millenniumbcp.pt/en/Institucional/governacao/>)

### Cidália Maria Mota Lopes

#### Personal Data

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

#### Positions held at the Bank

- Member of the Board of Directors
- Chairwoman of the Audit Committee

#### Positions held outside the Group

- Professor at the Coimbra Business School - ISCAC on tax issues
- Invited Professor at Faculdade Direito - Universidade de Coimbra
- Member of the Scientific Board of the Portuguese Fiscal Association (AFP)

#### Academic and Specialised Qualifications

- Doctorate in Management from the Faculty of Economics of the University of Coimbra
- Master's 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.
- Graduated degree in Banking, Stock Exchange and Insurance Law from the Faculty of Law of the University of Coimbra.
- Program for Non-Executive Directors from Instituto Português de Corporate Governance

#### Professional Experience in the Last Ten Years Relevant to the Position

- 2000 to 2020 - Trainer at the Portuguese Chartered Accountants Association (OCC)
- From 1999 to 2020 - Published books and articles on tax issues, namely: Intangíveis - perspectiva contabilística e fiscal (2020) (co autora) Editora Almedina.; A Fiscalidade das Sociedades Insolventes (2015) (co-autora), 1.<sup>a</sup> edição e (2017), 2.<sup>a</sup> edição, Editora Almedina; Fiscalidade - Outros Olhares (2013) (coordenação); Quanto custa pagar impostos em Portugal? Os custos da tributação do rendimento (2008), Editora Almedina; A Fiscalidade das Pequenas e Médias Empresas - Estudo comparativo na União Europeia (1999), Editora Vida Económica
- From 2010 to 2014 - Director of Coimbra Business School - Escola de Negócios de Coimbra
- From 11 May 2015 to 30 May 2018 - Member of the Board of Directors and Member of the Audit Committee of Banco Comercial Português, S.A.
- On 30 May 2018 elected Member of the Board of Directors and Member of the Audit Committee of Banco Comercial Português, S.A. And in 22 May 2019, elected Chairwoman of the Audit Committee for the term of office 2018/2021

#### Other

- 2009/2010 - Received the Award Professor Doutor António de Sousa Franco, granted by the Portuguese Chartered Accountants Association (OCC), due to her paper: "Quanto custa pagar impostos em Portugal? - Os custos de cumprimento da tributação do rendimento" (How much does it cost to pay taxes in Portugal?)

### Fernando da Costa Lima

#### Personal Data

- Date of Birth: 19 December 1956
- Nationality: Portuguese

#### Positions held at the Bank

- Member of the Board of Directors
- Member of the Audit Committee

#### Positions held outside the Group

- Non-Executive Director of Euronext Lisbon
- Advisor at Comissão do Mercado de Capitais (CMC) Luanda, Angola
- Visiting Professor at Faculdade de Economia da Universidade do Porto

#### Academic and Specialised Qualifications

- Licentiate Degree in Economics, from the Faculty of Economics of the University of Porto
- Master in Business Administration from Universidade Nova de Lisboa

#### Professional Experience in the Last Ten Years Relevant to the Position

- From 2006 to 2017 - Central-Manager - Banco Português de Investimento S.A.

- From 2009 to 2017 - Responsible for Coordinating the Investment Banking Area at Banco de Fomento de Angola
- From 2012 to 2017 - Non-Executive Director of Banco Português de Investimento, S.A.
- From 2018 to 31 December 2019 - Non-Executive Director of Netinvoice, S.A.
- On 23 April 2019 was co-opted as Member of the Board of Directors of Banco Comercial Português, S.A. for the term-of-office 2018/2021 (initiated functions on 06.12.2019)

#### Valter Rui Dias de Barros

##### Personal Data

- Date of Birth: 19 September 1963
- Nationality: Angolan

##### Positions held at the Bank

- 2nd Vice-Chairman of the Board of Directors
- Member of the Audit Committee
- Member of the Committee for Corporate Governance, Ethics and Professional Conduct

##### Positions held outside the Group

- Since November 2019 - Chairman of the Board of Directors of Recredit - Gestão de Activos, S.A. (Angola)

##### Academic and Specialised Qualifications

- Corporate Senior Management Programme - AESE and IESE, Luanda (Angola)
- Licentiate Degree in Electronic Engineering and Computing from the Faculty of Engineering of University of Porto
- Licentiate degree in Mathematics Applied to Computer Science - Faculdade de Ciências da Universidade do Porto

##### Professional Experience in the Last Ten Years Relevant to the Position

- From 1998 to 2011 - Professor at School of Economics and Management of Universidade Católica de Angola, Luanda (Angola)
- From December 2006 to December 2016 - Executive Director of Banco de Desenvolvimento de Angola, Luanda (Angola)
- From 2011 to 2012 - Professor in the Human Behaviour Area of the Organizations - ASM-Angola School of Management, Luanda (Angola)
- Since June 2017 to March 2018 - Advisor of the Minister of Finance - Ministry of Finance, Luanda (Angola)
- From June 2018 to November 2019 - Chairman of the Board of Directors of Instituto de Gestão de Activos e Participações do Estado (IGAPE), Angola
- On 30 May 2018 elected 2nd Vice-Chairman of the Board of Directors of Banco Comercial Português, S.A. for the term-of-office 2018/2021

#### Wan Sin Long

##### Personal Data:

- Date of Birth: 20 May 1965
- Nationality: Chinese

##### Positions held at the Bank

- Member of the Board of Directors
- Member of the Audit Committee



- Member of the Committee for Risk Assessment

#### Positions held outside the Group

- Since March 2018 - Chairman of the Executive Board of Directors of Great Win Consultancy Limited
- Member of the Trustee Committee of Wynn Care Foundation

#### Academic and Specialised Qualifications:

- Master in Economics with specialization in International Finance - Graduate School of People's Bank of China, currently called PBC School of Finance - Tsinghua University
- Bachelor's Degree in Economics with specialisation in Banking and Public Finance - Anhui Institute of Finance and Trade, currently named University of Finance and Economy of Anhui

#### Professional Experience

- From September 2004 to August 2016 - Executive Director of the Board of Directors and member of the Advising Board of the Monetary Authority of Macau (AMCM), Macau Motor and Maritime Fund, Deposits Guarantee Fund of Macau, Advising Board for the Management of the Fiscal Reserve of the Special Administrative Region of Macao (in the last two, since 2012)
- From July 2012 to July 2015 - Member of the Specialised Committee for the Implementation of the New Basel Agreement in the Chinese Banking Sector of China Banking Regulatory Commission
- From March 2017 to September 2018 - Chairman and CEO of Great Win Consultancy Limited and Vice-Chairman of Ultra Resource Technology Limited
- From March 2017 to 22 September 2018 - Chairperson & CEO of Great Win Investment Limited
- From March 2017 to September 30, 2018 - Chairperson & CEO of G&W Limited
- From July 2017 to 24 October 2019 - Chairman (non-executive) of the Board of Directors of Great Win Investment (Hengqin) Limited
- On 30 May 2018 elected Member of the Board of Directors of Banco Comercial Português, S.A. for the term-of-office 2018/2021

### Executive Members of the Board of Directors

(Detailed curricula are available at the Bank's website, on the page with the following address: <http://www.millenniumbcp/institucional/governacao/>)

#### Miguel Maya Dias Pinheiro

##### Personal Data

- Date of Birth: 16 June 1964
- Nationality: Portuguese

##### Positions held at the Bank

- Chairman of the Executive Committee
- 3rd Vice-Chairman of the Board of Directors
- Member for the International Strategy Board

##### Direct Responsibilities

- CEO's Office
- Communication Division
- Human Resources Division
- Credit Division
- Digital Transformation Office
- Economic Research, Sustainability and Cryptoassets Division

#### Positions held in the Group

- Chairman of the Board of Directors of Banco Activobank, S.A.
- Manager of the company BCP África, SGPS, Lda.
- 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)
- Vice-Chairman of the Board of Curators of Fundação Millennium bcp.

#### Positions held outside the Group

- Vice-Chairman of the Board of Directors of Banco Millennium Atlântico, S.A.
- Member of the Senior Board of the Alumni Clube ISCTE
- Member of the Advising Board of INDEG/ISCTE Executive Education
- Member of the Advisory Board of BCSD Portugal - Conselho Empresarial para o Desenvolvimento Sustentável, as representative of Banco Comercial Português, S.A.

#### Academic and Specialised Qualifications

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

#### Professional Experience in the Last Ten Years Relevant to the Position

- From 03 November 2009 to 19 October 2012 - Member of the Board of Directors of Fundação Millennium bcp
- From 11 November 2009 to 18 April 2011 - Member of the Executive 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 18 April 2011 to 28 February 2012 - Member of the Executive Board of Directors of Banco Comercial Português, S.A.
- From 28 February 2012 to 11 May 2015 - Member of the Board of Directors and Vice-Chairman of the Executive Committee 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 March 2015 to March 2018 - Vice-Chairman of the Board of Directors of BIM - Banco Internacional de Moçambique
- From 23 April 2012 to 28 April 2016 - Chairman of the Board of Directors of Banco Millennium Angola, S.A.
- From 15 June 2012 to 16 June 2015 - Member of the Supervisory Board of Portugal Capital Ventures - Sociedade de Capital de Risco S.A., in representation of Banco Comercial Português, S.A.
- From May 2013 to May 2018 - Chairman of the Remunerations Commission of Seguradora Internacional de Moçambique
- From 11 May 2015 to 30 May 2018 - member of the Board of Directors and appointed Vice-Chairman of the Executive Committee for the 2015/2017 term of office
- From May 2015 to May 2018 - Chairman of the Remunerations Commission of BIM - Banco Internacional de Moçambique, S.A.
- From January to May 2018- Member of the Restructuring Committee of PNCB - Plataforma de Negociação Integrada de Créditos Bancários, ACE
- From 12 May 2015 to 30 October 2018 - Chairman of the Board of Directors of BCP Capital - Sociedade de Capital de Risco S.A.

- From 2 August 2012 to 14 October 2019 - Chairman of the Board of Directors of Interfundos - Gestão de Fundos de Investimento Imobiliário, SA
- On 30 May 2018 was elected 3rd Vice-Chairman of the Board of Directors and Chairman of the Executive Committee of Banco Comercial Português, S.A. for the term-of-office 2018/2021

### Miguel de Campos Pereira de Bragança

#### Personal Data

- Date of Birth: 25 June 1966
- Nationality: Portuguese

#### Positions held at the Bank

- Member of the Board of Directors
- Vice-Chairman of the Executive Committee

#### Direct Responsibilities

- Investor Relations Division
- Accounting and Consolidation Division
- Research, Planning and ALM Division
- Management Information Division
- Tax Advisory Division
- Legal and Litigation Advisory Division
- Means of Payment and Acquiring Division
- Bank Millennium (Poland)
- Banco Activobank, S.A.

#### Positions held in the Group

- Vice-Chairman of the Board of Directors of Banco Activobank, S.A.
- Manager of the company BCP África, SGPS, Lda.
- Member of the Supervisory Board of Bank Millennium, S.A. (Poland)
- Manager of the company Millennium bcp Participações, SGPS, Sociedade Unipessoal, Lda.

#### Positions held outside the Group

- Non-executive Director of SIBS, S.G.P.S., S.A. and of SIBS Forward Payment Solutions, S.A.
- Non-Executive Director of UNICRE - Instituição Financeira de Crédito, S.A., on behalf of Banco Comercial Português, S.A.
- Manager of Quinta das Almoínhas Velhas - Imobiliária, Lda.
- Vice-Chairman of the General Board of AEM- Associação de Empresas Emitentes de Valores Cotados em Mercado

#### Academic and Specialised Qualifications

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

#### Professional Experience in the Last Ten Years Relevant to the Position

- From 2008 to February 2012 - Director responsible for the Finance, Accounting and Management Control, Marketing and Products areas at Banco Santander Totta, S.A., Santander Totta SGPS, S.A.
- From 3 September 2010 to 11 February 2012 - Non-executive director of UNICRE - Instituição Financeira de Crédito, S.A.

- From 28 February 2012 to 19 October 2012 - Member of the Board of Directors of Fundação Millennium bcp
- From 28 February 2012 to 30 May 2018 - Member of the Board of Directors and Vice-Chairman of the Executive Committee of Banco Comercial Português, S.A.
- From 26 June 2012 to 30 December 2019 - Member of the Board of Directors of Banco de Investimento Imobiliário, S.A.
- From 13 February 2013 to 21 February 2020 - Member of the Board of Fundação Casa de Bragança
- On 30 May 2018 elected Member of the Board of Directors and Chairman of the Executive Committee of Banco Comercial Português, S.A. for the term-of-office 2018/2021

### João Nuno de Oliveira Jorge Palma

#### Personal Data

- Date of Birth: 16 February 1966
- Nationality: Portuguese

#### Positions held at the Bank

- Member of the Board of Directors
- Vice-Chairman of the Executive Committee

#### Direct Responsibilities

- International, Treasury & Markets Division
- Large Corporates Division
- Investment Banking Coordination Division
- Corporate and Business Marketing Divisions
- Private Banking Division
- Asian Desk
- Institutional Banking Division
- Companies and Corporate Division - North
- Companies and Corporate Division - South
- Banque Privée BCP (Suisse)
- Millennium bcp Bank & Trust

#### Positions held in the Group

- Chairman of the Board of Directors of Banque Privée BCP (Suisse), S.A.
- Member of the Board of Directors of BIM - Banco Internacional de Moçambique, S.A.

#### Academic and Specialised Qualifications

- Licentiate Degree in Economics from the School of Economics of Universidade Nova de Lisboa (FEUNL).
- Postgraduate studies in Business - PDE-VII Programa de Direcção de Empresas (Companies Management Programme) from AESE Business School in collaboration with IESE - Instituto de Estudos Superiores de Empresa of the University of Navarra (PADE) - AESE.

#### Professional Experience in the Last Ten Years Relevant to the Position

- From March 2010 to December 2011 - Member of the Executive Board of Directors of (Chief Financial Officer), of Ren - Redes Energéticas Nacionais, SGPS, S.A.
- From January 2012 to July 2013 - Non-executive Chairman of the Board of Directors of Sogruppo IV - Gestão de Imóveis, ACE
- From January 2012 to July 2013 - Non- executive Chairman of the Board of Directors of Caixa Imobiliário, S.A.

- From January 2012 to July 2013 - Non- executive Chairman of the Board of Directors of Imocaixa, S.A.
- From January 2012 to August 2016 - Member of the Executive Board of Directors (Chief Financial Officer) of CGD - Caixa Geral de Depósitos, S.A.
- From April 2012 to November 2013 - Non-executive Member of the Board of Directors of PT - Portugal Telecom, S.A.
- From April 2012 to November 2016 - Non-executive Member of the Board of Directors of BCI - Banco Comercial de Moçambique, S.A.
- From August 2013 to August 2016 - Non-executive Chairman of the Board of Directors of Caixa Seguros e Saúde, SGPS, S.A.
- From September 2013 to August 2016 - Non- executive Chairman of the Board of Directors of Banco Caixa Geral, S.A., Spain
- From January 2014 to August 2016 - Non-Executive Chairman of the Board of Directors of Sogruppo Compras e Serviços Partilhados, SGPS, S.A.
- From May 2014 to August 2016 - Non-executive Vice-Chairman of the Board of Directors of Cares- Companhia de Seguros, S.A.
- From May 2014 to August 2016 - Non-executive Vice-Chairman of the Board of Directors of Multicare - Seguros de Saúde, S.A
- From May 2014 to August 2016 - Non-executive Vice-Chairman of the Board of Directors of Fidelidade - Companhia de Seguros, S.A.
- From May 2014 to August 2016 - Non-executive Chairman of the Board of Directors of Caixa Gestão de Activos, SGPS, S.A.
- From June 2014 to August 2016 - Non-Executive Member of the Board of Directors of Parcaixa, S.A.
- From November 2014 to August 2016 - 1st Non-Executive Vice-Chairman of the Board of Directors of Banco Caixa Geral Totta Angola, S.A. (later renamed Banco Caixa Geral Angola, S.A.)
- From December 2014 to August 2016 - Non-Executive Member of the Board of Directors of Partang, S.A.
- From December 2014 to August 2016 - Non- executive Vice-Chairman of the Board of Directors of Banco Caixa Geral Brasil S.A.
- On 9 January 2017 he was co-opted by the Board of Directors to exercise the functions of Member of the Board of Directors and Vice-Chairman of the Executive Committee until the end of the term-of office (2015/2017).
- On 30 May 2018 elected Member of the Board of Directors and Vice-Chairman of the Executive Committee of Banco Comercial Português, S.A. for the term-of-office 2018/2021
- From July 2018 to February 2020 - Chairman of the Audit Committee of BIM - Banco Internacional de Moçambique S.A

### José Miguel Bensliman Schorcht da Silva Pessanha

#### Personal Data

- Date of Birth: 30 July 1960
- Nationality: Portuguese

#### Positions held at the Bank

- Member of the Board of Directors
- Member of the Executive Committee

#### Direct Responsibilities

- Risk Office
- Compliance Office
- Rating Division

- Office for Regulatory and Supervision Monitoring
- Office for the Validation and Monitoring of Models
- Personal Data Protection Office
- Millenniumbcp Ageas Grupo Segurador, SGPS, S.A.

#### Positions held in the Group

- 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 Banque Privée BCP (Suisse), S.A.
- Vice-Chairman of the Board of Directors and Chairman of the Audit Committee of Ocidental - Companhia Portuguesa de Seguros, S.A.
- Vice-Chairman of the Board of Directors and Chairman of the Audit Committee of Ageas - Sociedade Gestora de Fundos de Pensões, S.A., (formerly denominated Ocidental - Sociedade Gestora de Fundos de Pensões, S.A.)
- Vice-Chairman of the Board of Directors and Chairman of the Audit Board of Millennium bcp Ageas Grupo Segurador, SGPS, S.A.
- Chairman of the Audit Committee of BIM - Banco Internacional de Moçambique, S.A.

#### Positions held outside the Group

- Member of the Board of Directors and Chairman of the Audit Committee of Banco Millennium Atlântico, S.A.

#### Academic and Specialised Qualifications

- 1982 - Licentiate Degree in Economics, Universidade Católica Portuguesa
- 1984 - Master's Degree in Operational Investigation (academic portion) from Instituto Superior Técnico (Lisbon)
- 1986 - Master's Degree in Economics from Université Catholique de Louvain (Belgium)
- PADE (Corporate Senior Management Programme) at Associação de Estudos Superiores de Empresa (AESE)
- Eureka Program in INSEAD
- Invotan scholarship (NATO)
- Received a scholarship linked to the Award Joseph Bech, attributed by the Government of Luxembourg for commitment with the European Union

#### Professional Experience in the Last Ten Years Relevant to the Position

- From 2003 to 2015 - Group Risk Officer of Millennium BCP
- 2014 - Lecturer of the chair "Banking in a Global Context" at Universidade Católica Portuguesa
- On 11 May 2015 elected Member of the Board of Directors and member of the Executive Committee of Banco Comercial Português, S.A. for the term-of-office 2015/2017
- On 30 May 2018 elected Member of the Board of Directors and member of the Executive Committee of Banco Comercial Português, S.A. for the term-of-office 2018/2021

#### Maria José Henriques Barreto Matos de Campos

##### Personal Data

- Date of Birth: 21 August 1966
- Nationality: Portuguese

##### Positions held at the Bank

- Member of the Board of Directors
- Member of the Executive Committee

#### Direct Responsibilities

- Specialised Recovery Division
- Retail and Small Amounts Recovery Division
- Direct Banking Division
- Operations Division
- IT and Technology Division
- Procurement and Logistics Division
- Information Security Division
- Direct Banking Division Companies
- Millenniumbcp Prestação de Serviços, ACE

#### Positions held in the Group

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

#### Academic and Specialised Qualifications

- Licentiate Degree in Electronic Engineering and Telecommunications from Universidade de Aveiro

#### Professional Experience in the Last Ten Years Relevant to the Position

- From November 2001 to July 2011 - Head of IT of Bank Millennium S.A. , (Poland)
- From July 2006 to July 2011 - Director in charge for IT Europe of Millennium BCP
- From July 2011 to April 2018 - Member of the Board of Directors of Bank Millennium, S.A. (Poland).
- On 30 May 2018 elected Member of the Board of Directors and member of the Executive Committee of Banco Comercial Português, S.A. for the term-of-office 2018/2021

#### Rui Manuel da Silva Teixeira

#### Personal Data

- Date of Birth: 04 September 1960
- Nationality: Portuguese

#### Positions held at the Bank

- Member of the Board of Directors
- Member of the Executive Committee

#### Direct Responsibilities

- Retail Divisions
- Retail Marketing Division
- Segments and Network Support Division
- Wealth Management Division
- Specialized Credit and Real Estate Division
- Specialised Monitoring Division
- Interfundos - Sociedade Gestora de Organismos de Investimento Coletivo, S.A.

#### Positions held in the Group

- Member of the Board of Directors of Millenniumbcp Ageas - Grupo Segurador SGPS, S.A.
- Member of the Board of Directors of Ocidental - Companhia Portuguesa de Seguros Vida, S.A.
- Member of the Board of Directors of Ageas - Sociedade Gestora de Fundos de Pensões, S.A. (Formerly Ocidental - Sociedade Gestora de Fundos de Pensões, S.A.)

- Chairman of the Board of Directors of Interfundos - Sociedade Gestora de Organismos de Investimento Coletivo, S.A.

#### Positions held outside the Group

- Member of the Remunerations Committee of UNICRE - Instituição Financeira de Crédito, S.A., as representative of Banco Comercial Português, S.A.
- Member of the Remunerations Committee of SIBS, SGPS, S.A. (Em representação do Banco Comercial Português, S.A.)
- Chairman of the Board of the General Meeting of the Associação Porto Business School, in representation of Banco Comercial Português, S.A.

#### Academic and Specialised Qualifications

- Licentiate Degree in Electronic Engineering from the Faculty of Engineering of University of Oporto
- Specialisation Course in Industrial Management from INEGI - Instituto de Engenharia Mecânica e Gestão Industrial

#### Professional Experience in the Last Ten Years Relevant to the Position

- From May 2010 to April 2011 - Head of the Marketing Division, Member of the Retail and Companies Coordinating Committees and responsible, in addition, for the M Project
- From 18 April 2011 to 28 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
- From 21 January 2012 to 19 October 2017 - Member of the Board of Directors of UNICRE - Instituição Financeira de Crédito, S.A., as representative of Banco Comercial Português, S.A.
- From 2012 to 2018 Member of the Supervisory Board of Bank Millennium, S.A. (Poland)
- From 28 February 2012 to 11 May 2015 - Member of the Board of Directors and of the Executive Committee of Banco Comercial Português, S.A.
- From 19 December 2012 to 18 May 2015 - Chairman of the Board of Directors of Millennium bcp Gestão de Activos - Sociedade Gestora de Fundos de Investimento, S.A.
- From 25 January 2013 to 20 July 2017 - Chairman of the Board of Directors of Banque Privée BCP (Suisse), S.A.
- From 11 May 2015 to 30 May 2018 - Member of the Board of Directors and of the Executive Committee
- From 26 May 2015 to 31 December 2018 - Chairman of the Supervisory Board of Banco ActivoBank, S.A.
- On 30 May 2018 elected Member of the Board of Directors and member of the Executive Committee of Banco Comercial Português, S.A. for the term-of-office 2018/2021



## ANNEX II

### CURRICULA VITAE OF THE MEMBERS OF THE REMUNERATION AND WELFARE BOARD OF BANCO COMERCIAL PORTUGUÊS, S.A.

(Detailed curricula are available at the Bank's website, on the page with the following address: : <http://www.millenniumbcp/institucional/governacao/>

#### Jorge Manuel Baptista Magalhães Correia

Refer to Annex I - Curricula Vitae of the Members of the Board of Directors of Banco Comercial Português, S.A.

#### Ana Paula Alcobia Gray

Refer to Annex I - Curricula Vitae of the Members of the Board of Directors of Banco Comercial Português, S.A.

#### Nuno Maria Pestana de Almeida Alves

##### Personal Data

- 61 years

##### Academic and Specialised Qualifications

- Licentiate degree in Naval Architecture and Maritime Engineering (1980)
- Master in Business Management by the University of Michigan (1985)

##### Professional Experience in the Last Ten Years Relevant to the Position

- From 2006 to April 2018 - Chief Financial Officer da EDP (Energias de Portugal)
- From 2006 to April 2018 - Member of the Board of Directors of the main subsidiary companies of EDP, EDPR (Renováveis), EDP Brasil and EDP Espanha

## ANNEX III

### CURRICULA VITAE OF THE MEMBERS OF THE BOARD OF THE GENERAL MEETING OF BANCO COMERCIAL PORTUGUÊS, S.A.

(Detailed curricula are available at the Bank's website, on the page with the following address: : <http://www.millenniumbcp/institucional/governacao/>)

#### Pedro Miguel Duarte Rebelo de Sousa

##### Position Held at the Bank

- Chairman of the Board of the General Meeting (term of office: 2020/2023)

##### Academic and Specialised Qualifications

- Licentiate Degree in Law from the Faculty of Law of Universidade Clássica de Lisboa
- Post-graduate degree in Commercial and Corporate Law - Universidade Pontifícia Católica, Brasil
- Master's degree in Companies Management, from Fundação Getúlio Vargas - Business Administration School, São Paulo, Brazil

##### Management and Supervision positions held in other companies

- Non-Executive members of the Board of Directors of Cimpor - Cimentos de Portugal, SGPS, S.A.

##### Other Relevant Positions

- Founder and senior partner of Sociedade Rebelo de Sousa & Advogados (SRS)
- Member of the Sub-Committee for Latin America of the Atlantic Council, Washington DC
- Chairman of the Board of the General Meeting of Grémio Literário
- Chairman of the Board of the General Meeting of A. Santo, SGPS (Group Santo)
- Chairman of Círculo Eça de Queiroz - an institution serving the public interest
- Chairman of the Portuguese Institute of Corporate Governance
- Member of the Remunerations Commission of Novabase S.A.
- Director of the Câmara de Comércio Portugal-Holanda
- Chairman of the Board of the General Meeting of Sumolis Group Refrigor
- Chairman of the General Meeting of CTT
- Chairman of the General Meeting of COSEC
- Chairman of the Board of the General Meeting of several Institutions and Associations

##### Professional Experience in the Last Ten Years Relevant to the Position

- From 1985 to 2017 - Curator of the Câmara de Comércio Portuguesa, São Paulo, Brasil
- From 2004 to 2006 - Chairman of the Board of the General Meeting of PT Internacional
- From 2005 to 2006 - Chairman of the Board of the General Meeting of Galp, S.A.
- From 2005 to 2011- Chairman of the Supervisory Board of Banif Investimento, S.A
- From 2007 to 2012 - Director of the Portuguese Chamber of Commerce & Industry
- From 2009 to 2013 - Chairman of the Supervisory Board of Banco Caixa Geral Brasil. S.A.
- From 2011 to 2013 - Non-executive Director, Chairman of the Evaluation and Strategy Committee and member of the Board of Auditors of Caixa Geral de Depósitos, S.A.
- From 2012 to 2018 - Non-Executive member of the Board of Directors of Cimpor - Cimentos de Portugal, SGPS, S.A.

- From 2017 to 2019 - Chairman of the Board of the General Meeting of Banco Comercial Português, S.A.

#### Octávio Manuel de Castro Castelo Paulo

##### Position Held at the Bank

- Vice-Chairman of the Board of the General Meeting (term of office: 2020/2023)

##### Academic and Specialised Qualifications

- Licentiate Degree in Law from Universidade Lusíada de Lisboa

##### Management and Supervision positions held in other companies

- Independent non-executive Director of Standard Bank de Angola, currently exercising the position of Chairman of the Audit and Risk Commissions

##### Other Relevant Positions

- Partner of the law firm Rebelo de Sousa & Advogados (SRS), responsible for the Division of M&A, Corporate and Commercial, a division that also includes the practice area of TMT (Telecommunications, Media and Technology)
- Chairman of the Board of the General Meeting of several Portuguese and Angolan companies being also part of the Board of Auditors of several companies
- Advisory services to companies for capital markets operations and in mergers and acquisitions

##### Professional Experience in the Last Ten Years Relevant to the Position

- Member of the Lawyers Association of Portugal since 1988 and of the Lawyers Association of Angola since 2010
- From 2009 to 2011 - Chairman of the Portuguese Institute of Corporate Governance
- Member of ICC - International Chamber of Commerce
- Coordinated operations for the privatization of state-owned companies, to be listed in the Stock Exchanges of Lisbon, London and New York
- Advisory services to companies, open to public investment, or not, in Corporate Governance issues
- Chairman of the Audit Board of several companies
- Author and co-author of several works in the areas of Corporate Law and of Telecommunications Law
- From 2017 to 2019 - Vice-Chairman of the Board of the General Meeting of Banco Comercial Português, S.A.