

The logo for CTT (Correios de Portugal) is displayed in white lowercase letters on a red square background. The background of the entire page features a geometric pattern of overlapping, tilted rectangles in various colors including teal, purple, and light green, with thin white lines separating them.

ctt

NOTICE TO CONVENE AND PREPARATORY INFORMATION

**ANNUAL GENERAL MEETING
23 APRIL 2024**

CTT – Correios de Portugal, S.A.
Avenida dos Combatentes, 43-14th Floor, 1643-001 Lisboa

Sole registration with the Commercial Registry Office
and taxpayer number 500 077 568
Share capital 71,957,500.00 EUR

Annual General Meeting 23 April 2024

Table of Contents

Notice to Convene-----	Page 3
Forms -----	Page 11
Proposal for Item 1 -----	Page 16
Proposal for Item 2 -----	Page 17
Proposal for Item 3 -----	Page 19
Proposal for Item 4 -----	Page 20
Proposal for Item 5 -----	Page 30
Proposal for Item 6 -----	Page 55
Proposal for Item 7 -----	Page 59
Corporate Bodies -----	Page 61
Shares and Voting Rights -----	Page 67

NOTICE TO CONVENE

CTT'S ANNUAL GENERAL MEETING OF SHAREHOLDERS

Considering the legal and statutory framework in force, namely the provisions of:

- (a) article 377(6)(b) of the Portuguese Commercial Companies Code ("PCCC"), which allows, unless otherwise provided for in the Articles of Association, the holding of general meetings exclusively by telematic means, provided that the authenticity of the declarations and the security of the communications are ensured, with the recording of their content and participants; as well as
- (b) the absence of any provision prohibiting this form of meeting in the Articles of Association of **CTT - Correios de Portugal, S.A. ("CTT" or "Company")**,

the Chair of the Board of CTT's General Meeting, Mrs. Teresa Sapiro Anselmo Vaz Ferreira Soares, hereby convenes the Shareholders of CTT, with registered office at Av. dos Combatentes, 43 -14th Floor, 1643-001 Lisboa, parish of S. Domingos de Benfica, municipality of Lisbon, with the sole registration with the Commercial Registry Office and taxpayer number 500077568 and the share capital of 71,957,500.00 EUR, for the Annual General Meeting to be held on **23 April 2024 at 10:00 a.m. (GMT), exclusively by telematic means**, under the terms described in this Notice to Convene, with the following agenda:

- Item One:** To resolve on the 2023 financial statements, including the management report, the individual and consolidated accounts, the corporate governance report (that includes the report on remuneration), non-financial information, including sustainability, and other corporate, supervisory and audit information documents, which form the integrated report.
- Item Two:** To resolve on the profit allocation proposal for the 2023 financial year.
- Item Three:** To generally appraise the Company's management and supervision.
- Item Four:** To deliberate on the election of the Statutory Auditor and Alternate for the 2024/2026 term of office.
- Item Five:** To deliberate on the approval of the remuneration policy of the members of the Company's management and supervisory bodies, including a plan for assigning CTT share options to the Executive Directors.
- Item Six:** To resolve on the granting of authorisation to the Board of Directors for the acquisition and disposal of own shares by the Company and its subsidiaries.
- Item Seven:** To deliberate on the reduction of the share capital by up to 3,825,000.00 EUR for the purpose of releasing excess capital, by means of the cancellation of up to 7,650,000 shares representing up to 5.3% of the share capital already acquired or to be acquired under the

share buyback programme, as well as related reserves, and with the consequent amendment of paragraphs 1 and 2 of Article 4 of the Articles of Association.

From the date of publication of this Notice to Convene, the resolution proposals to be submitted to the General Meeting, including namely the financial reporting documents, the Articles of Association of the Company and further preparatory information required by law for the General Meeting (namely, as provided for in article 289(1) of the Portuguese Commercial Companies Code ("PCCC") and article 21-J(1) of the Portuguese Securities Code) are available to Shareholders for consultation at the Company's registered office, located at Av. dos Combatentes, 43-14th Floor, 1643-001 Lisboa, parish of S. Domingos de Benfica, **by prior appointment to be requested to the e-mail assembleiageral@ctt.pt**, as well as on the Company's website at www.ctt.pt and on the Portuguese Securities Market Commission's website at www.cmvm.pt.

Should the General Meeting be unable to deliberate on any of the items on the agenda on the first call due to lack of quorum, it is hereby set the **23 May 2024** as a second meeting date for deliberating on those items, exclusively by telematic means, at the same time, in which case the General Meeting may deliberate on such items with the Shareholders then present or represented.

Participation and voting requirements, as provided for by law and the Articles of Association

As provided for in article 7 of CTT's Articles of Association:

- a) The General Meeting is made up of the Shareholders with voting rights. Any other persons authorised or invited by the Chair of the Board of the General Meeting of Shareholders may attend the meeting.
- b) Each share corresponds to one vote.
- c) Shareholders that, on the record date, which is **00:00 a.m. (GMT) of 16 April 2024** ("Record Date") and which is the fifth trading day prior to the date of the General Meeting to be held on 23 April 2024, hold shares granting them, by law and the Articles of Association, at least one vote, are entitled to participate in the General Meeting and discuss and vote therein.
- d) The exercise of the right to participate, discuss and vote at the General Meeting is not affected by the transfer of the shares after the Record Date, nor does it depend on said shares being blocked between that date and the date of the General Meeting.
- e) The Shareholders who have stated their intention to participate in the General Meeting, as described below, and transfer the ownership of shares between the Record Date and the end of the General Meeting, must immediately report said transfer to the Chair of the Board of the General Meeting and to the Portuguese Securities Market Commission, this not affecting their right to participate and vote in the General Meeting.
- f) Shareholders intending to participate in the General Meeting must so state, in writing, to the financial intermediary where their individual securities account is open, at the latest, **by 11:59 p.m. (GMT) of 15 April 2024** and may use, for such purpose, the form available at the Company's registered office

and on the website at www.ctt.pt.

- g) The financial intermediaries who are informed of their clients' intention to participate in the General Meeting shall send to the Chair of the Board of the General Meeting **by 11:59 p.m. (GMT) of 16 April 2024**, i.e. until the end of the Record Date, information on the number of shares registered under the client's name with reference to the Record Date.
- h) The Shareholders that, in a professional capacity, hold shares under their name, but on behalf of clients, may vote differently with their shares, provided that, in addition to the statement of participation and the information from the respective financial intermediary referenced above, they provide the Chair of the Board of the General Meeting, **by 11:59 p.m. (GMT) of 16 April 2024**, sufficient and reasonable evidence of: a) the identification of each client and the number of shares voting on his/her/its behalf; and b) the specific voting instructions for each item on the agenda, given by each client.
- i) The communications to be addressed to the Chair of the Board of CTT Shareholders' General Meeting, Mrs. Teresa Sapiro Anselmo Vaz Ferreira Soares referred to throughout the present Notice to Convene, **should be made through the postal or electronic mail addresses shown at the end of the Notice to Convene.**

Shareholders Representation

- j) Shareholders may be represented at the General Meeting pursuant to article 380 of the Portuguese Commercial Companies Code ("PCCC") and article 23 of the Portuguese Securities Code. A signed letter addressed to the Chair of the Board of the General Meeting will suffice as representation document.
- k) Without prejudice to the unity of vote established in article 385 of the Portuguese Commercial Companies Code ("PCCC"), any Shareholder may appoint different representatives in respect of shares held in different securities accounts.
- l) The letters of representation of Shareholders referenced in the previous paragraph and letters of Shareholders that are legal entities stating the name of the person who will represent them must be addressed to the Chair of the Board of the General Meeting, **so that she receives it by 05:00 p.m. (GMT) of 18 April 2024**. Shareholders may use the form available at the Company's registered office and on the website at www.ctt.pt.

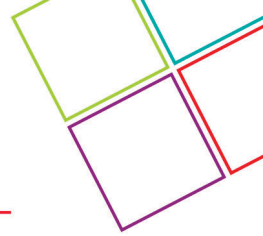
Voting by correspondence

- m) Shareholders with voting rights as referred to above may, in accordance with article 22 of the Portuguese Securities Code, vote by correspondence (e-mail or registered mail), by sending a ballot duly signed, where unequivocally it is expressed their vote in relation to each of the items on the agenda of the General Meeting.

- n) Ballots are available on the website at www.ctt.pt.
- o) Alternatively, the ballot may be requested by means of a communication, prepared in accordance with the form available on the Company's website, at www.ctt.pt, to be sent to the Chair of the Board of the General Meeting, so that she receives it **by 05:00 p.m. (GMT) of 16 April 2024**.
- p) The completed and signed ballot must be sent to the Chair of the Board of the General Meeting, so that she receives it **by 11:59 p.m. (GMT) of 18 April 2024**.
- q) Both the requests for ballot as defined in sub-paragraph o), and the votes cast in this way shall, in the case of legal persons, be sent with a certified signature or, alternatively, with a legible copy of the identification document of the representative(s) signing the communication and of a document attesting such capacity (this document may be replaced by the sending of the access code to the online permanent certificate of the legal person being represented if registered in Portugal) and in the case of individuals, with a non-certified signature accompanied by a legible copy of the respective identification document.
- r) When voting by correspondence sent by e-mail, as defined in sub-paragraph m), the Company will send electronic confirmation of receipt of the votes to the person who sent them, under the terms of article 22-A of the Portuguese Securities Code.
- s) The authenticity and correctness of the votes sent by correspondence (e-mail or registered mail) are verified by the Chair of the Board of the General Meeting, their confidentiality being ensured until the moment of the voting on the day the General Assembly is held.
- t) Shareholders or their representatives who voted by correspondence (e-mail or registered mail) and wish to change the vote previously cast, may do so by following the steps defined in paragraphs w) to z) and ee).
- u) Votes corresponding to ballots in which no vote is indicated in relation to one or more items on the agenda will be considered as abstaining votes.

Voting by electronic means

- v) Shareholders with voting rights, as described above, may also vote by electronic means, **in advance on the electronic voting platform, or during the General Meeting on the remote attendance platform**, available on the website at www.ctt.pt, under the terms and conditions described therein.
- w) For this purpose, Shareholders must send to the Chair of the Board of the General Meeting, so that she receives it **by 05:00 p.m. (GMT) of 16 April 2024**, the Record Date, a communication, prepared in accordance with the form available on the website at www.ctt.pt, containing a **valid electronic mail address** to allow the Company to send an access key to the electronic voting and remote attendance platforms.
- x) This communication, shall, in the case of legal persons, be sent with a certified signature or,

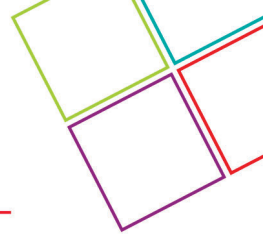


alternatively, with a legible copy of the identification document of the representative(s) signing the communication and of a document attesting such capacity (this document may be replaced by the sending of the access code to the online permanent certificate of the legal person being represented, if registered in Portugal) and in the case of individuals, with a non-certified signature accompanied by a legible copy of the respective identification document.

- y) Once the (i) communication referred to in paragraph w) above and (ii) the declaration(s) of ownership of the shares sent by the financial intermediary are received **by 11:59 p.m. (GMT) of 16 April 2024**, a message will be sent to the email address provided in the communication, with the link, username, and access key to the electronic voting and remote attendance platforms. **If the Shareholder, or his/her/its representative, tries to enter the platform with an e-mail address different from the one previously provided, access to the electronic voting and remote attendance platforms will be denied.**
- z) The electronic voting platform will be made available for Shareholders or their representatives to vote in advance **from 00:00 a.m. of 17 April 2024, until 11:59 p.m. (GMT) of 18 April 2024**, and the remote attendance platform will be available **during the General Meeting** for Shareholders who attend the meeting but have not previously exercised their voting rights or **who wish to change their previously cast vote.**
- aa) The exercise of voting rights by electronic means under the terms referred to in sub-paragraph z) by the Shareholders or their representatives must be carried out on all items on the agenda, otherwise it will be considered as an abstention vote.
- bb) Under the terms of article 22-A of the Portuguese Securities Code, once the anticipated electronic vote has been submitted, the Shareholder will receive an automatic confirmation sent through the electronic voting platform to the email address informed by the Shareholder. The Shareholder may also obtain proof of the electronic vote submission on said platform.

Participation by telematic means and voting/change of vote during the General Meeting

- cc) Participation and voting will be ensured through the **remote attendance platform available on the website, at www.ctt.pt** by which it will be given direct access to a **webcast remote communication system.**
- dd) All Shareholders or representatives who are duly qualified and entitled to do so under the terms of this Notice to Convene, and who have exercised their voting rights in advance, whether by correspondence (e-mail or registered mail), or by electronic means, may attend the General Meeting by telematic means, through a **webcast remote communication system available on the website at www.ctt.pt**. For that purpose, they must send to the Chair of the Board of the General Meeting, so that she receives it between **00:00 a.m. (GMT) of 19 April 2024 and 05:00 p.m. (GMT) of 22 April 2024**, a communication, prepared in accordance with the form available on the website, at www.ctt.pt, containing a valid electronic e-mail address that will allow the Company to send an access key to the **webcast remote communication system.**



- ee) Since this General Meeting **will be held exclusively by telematic means** and in order to ensure that the Shareholders are able to exercise in full their rights, under adequate conditions of security and authenticity, all Shareholders or their representatives intending to participate in the General Meeting by telematic means and **exercise, during the meeting, their voting rights or change the vote previously cast (by electronic means or by correspondence (e-mail or registered mail))** must be qualified for that purpose according to the referred in paragraphs w) to z) above and vote and/or change their previously vote cast at the meeting with the credentials provided.
- ff) All Shareholders who wish **to change their previously cast vote (by electronic means or by correspondence (e-mail or registered mail))**, must inform the Chair of the Board of the General Meeting to that effect, when, during the meeting, she declares the opening of the vote for each of the items on the agenda.

Voting Scrutiny

- gg) Since the General Meeting of Shareholders will be held exclusively by telematic means, the presence in the virtual room of Shareholders or representatives who have previously exercised their voting rights by correspondence (e-mail or registered mail) or by electronic means, **will not determine the revocation of the vote previously cast**, considering that all Shareholders or representatives are given the possibility to change the vote previously cast during the meeting under the terms referred to above.
- hh) It is further clarified that votes cast by correspondence (e-mail or registered mail) or by electronic means shall be considered as negative votes in relation to **proposals for resolution that are presented after the respective vote cast**, without prejudice to the faculty of voting during the meeting in relation to proposals that may be disclosed during the meeting.
- ii) Votes cast either by correspondence (e-mail or registered mail) or by electronic means, under the terms referred to above, will be considered at the **time of the voting scrutiny** for each of the items on the agenda under analysis and discussion **on the day the General Meeting, 23 April 2024**, and together with the votes cast during the course of the General Meeting.
- jj) The voting **results** will be announced item by item during the General Meeting.

Shareholders Rights

- kk) The Shareholder(s) who own(s) shares representing, at least, 2% (two per cent) of the share capital may request the inclusion of items on the agenda and/or the inclusion of resolution proposals relating to items referenced in the Notice to Convene or added thereto, by a written request addressed to the Chair of the Board of the General Meeting **within 5 days from the date of publication of the Notice to Convene**, together with **a document evidencing the ownership of said percentage of the share capital and a resolution proposal for each item** whose inclusion is requested and/or with any information that should be submitted with the resolution proposal.
- ll) During the General Meeting to be held on **23 April 2024**, any Shareholder or representative may

request, through the **webcast remote communication system** of the General Meeting, that true, complete, and elucidative information be provided to him/her, allowing him/her to form a grounded opinion on the matters subject to resolution. Nevertheless, and in order to expedite the proceedings of such meeting, **Shareholders intending to obtain such information are hereby encouraged to request it from the date of publication of this Notice to Convene until 05:00 p.m. (GMT) of 19 April 2024, through the postal or e-mail addresses shown at the end of this Notice to Convene.**

mm) The requested information shall be provided by the corporate body of the Company qualified to do so and may be refused if its disclosure would seriously harm the Company or any affiliated company, or breach confidentiality duties imposed by law. The Company's website at www.ctt.pt will make available the information requests made under the terms previously mentioned.

Personal Data

nn) The personal data of Shareholders or their representatives communicated to CTT will be used exclusively for the holding and management of CTT's General Meeting to be held on **23 April 2024**.

oo) Since the General Meeting of Shareholders will be held exclusively by telematic means, which implies sound and image recording, CTT assumes that Shareholders and representatives' consent to the collection and processing of personal data when they access the webcast remote communication system of the General Meeting.

pp) Personal data is collected and processed by CTT for the normal course of the General Meeting of Shareholders, namely for interventions, voting declarations by Shareholders and their representatives, and the preparation of attendance lists, in strict compliance with the General Data Protection Regulation, and is kept for a maximum period of 30 days after collection or in accordance with any legal obligation requiring the extension of this period.

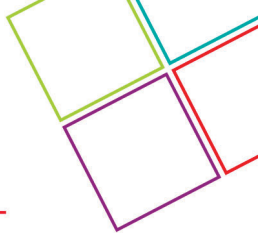
qq) The data subject shall be granted the rights of information, access and rectification of personal data concerning him/her, as well as the rights of deletion, limitation and opposition to processing or portability, in accordance with the data protection and information security rules in force at any given time, and strictly to the extent that this proves feasible, for which purpose the request shall be addressed to CTT's Data Protection Officer, through the email address secretariageral@ctt.pt or the address Av. dos Combatentes, 43-14th Floor, 1643-001 Lisboa.

Contacts

Teresa Sapiro Anselmo Vaz Ferreira Soares – Chair of the Board of the General Meeting of CTT:
Registered Office: Av. dos Combatentes 43 -14th Floor – 1643-001 Lisboa
Telephone: + 351 210 471 854
E-mail: assembleiageral@ctt.pt
Company website: www.ctt.pt

Lisboa, 19 March 2024

The Chair of the Board of the General Meeting
(Mrs. Teresa Sapiro Anselmo Vaz Ferreira Soares)
(Illegible signature)



STATEMENT OF INTENTION TO PARTICIPATE ¹

Dear Sir
[Financial Intermediary] ²

SUBJECT: ANNUAL GENERAL MEETING OF 23 APRIL 2024

Full name / corporate name: -----

Tax identification number / corporate identification number. -----
Address or registered office: -----
Telephone: ----- E-mail: -----

The Shareholder identified above, in his/her/its capacity as holder of _____ shares in CTT – Correios de Portugal, S.A. (“CTT”), hereby states, under the terms and for the purposes of article 23-C(3) of the Portuguese Securities Code, his/her/its intention to participate in CTT’s Annual General Meeting called for **23 April 2024**.

For this purpose, the Shareholder requests you to submit to the Chair of the Board of CTT's General Meeting **by 11:59 p.m. (GMT) of 16 April 2024** to the postal or e-mail addresses indicated at the end of the Notice to Convene, published on the website, at www.ctt.pt, information on the number of shares representing CTT's share capital that are registered under the Shareholder's name in the respective individual securities account, with reference to the record date corresponding to **00:00 a.m. (GMT) of 16 April 2024**.

Yours faithfully,

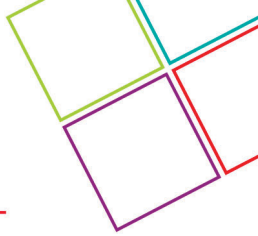
_____, ____/____/____

(Signature(s)) ³

¹ This statement must be received by the Financial Intermediary **by 11:59 p.m. (GMT) of 15 April 2024**.

² Provide the corporate name and full address of the Financial Intermediary.

³ Provide signature identical to the signature registered with the respective Financial Intermediary.



REPRESENTATION LETTER ¹

To the Chair of the Board of the General Meeting of
CTT – Correios de Portugal, S.A.
Av. dos Combatentes, n.º 43-14.º Piso,
1643-001 LISBOA

SUBJECT: ANNUAL GENERAL MEETING OF 23 APRIL 2024

Full name / corporate name: -----

Tax identification number / corporate identification number: -----

Address or registered office: -----

Telephone: ----- E-mail: -----

in his/her/its capacity as Shareholder of CTT – Correios de Portugal, S.A. (“CTT”), holder of _____ shares of that Company, registered in the account no. _____, with the _____ Financial Intermediary _____, appoints as his/her/its representative at CTT's Annual General Meeting, called for **23 April 2024**, Mr./Ms. -----

with the identification number _____, to whom he/she/it confers the necessary powers to propose, discuss, resolve and vote, as deemed convenient, on all matters to be discussed included in the Agenda of said General Meeting, as well as all matters that may arise in the course of the General Meeting due to unforeseen circumstances.

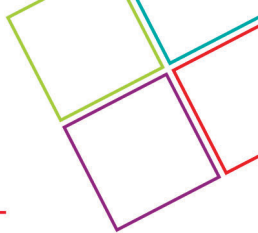
Yours faithfully,

_____, ____/____/____

(Signature(s)) ²

¹ The Representation Letter must be received by the Chair of the Board of the General Meeting by **05:00 p.m. (GMT) of 18 April 2024**.

² Signature(s). **For individuals, their signature must be the same as on a suitable identification document – ID card, citizen card, passport or equivalent identification document**, and the Shareholder shall attach a photocopy thereof. **For legal entities, the signature(s) shall be certified as to the capacity and powers for the representation act** or, alternatively, by attaching a legible copy of the identification document of the representative(s) signing the communication and of a document attesting such capacity (this document may be replaced by the sending of the access code to the online permanent certificate of the legal person being represented, if registered in Portugal).



COMMUNICATION REQUESTING THE BALLOT FOR VOTING BY CORRESPONDENCE ¹

(The voting ballot may also be obtained from the CTT's website at www.ctt.pt,
in which case sending this communication is not necessary)

To the Chair of the Board of the General Meeting of
CTT – Correios de Portugal, S.A.
Av. dos Combatentes, n.º 43-14.º Piso,
1643-001 LISBOA

SUBJECT: ANNUAL GENERAL MEETING OF 23 APRIL 2024

Full name / corporate name: -----

Tax identification number / corporate identification number: -----
Address or registered office: -----
Telephone: ----- E-mail: -----

in his/her/its capacity as Shareholder of CTT – Correios de Portugal, S.A. (“CTT”), holder of _____ shares of that Company, registered in the account no. _____, with the Financial Intermediary _____, hereby states his/her/its intention to exercise the right to vote by correspondence (e-mail or registered mail) at CTT's Annual General Meeting, called for **23 April 2024**, and requests that the voting ballot is sent to the abovementioned e-mail or postal address.

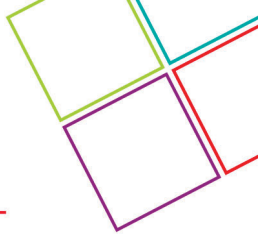
Yours faithfully,

_____, ____/____/____

(Signature(s)) ²

¹ The communication must be received by the Chair of the Board of the General Meeting by **05:00 p.m. (GMT) of 16 April 2024**.

² Signature(s). For **individuals**, their signature must be the same as on a suitable identification document – ID card, citizen card, passport or equivalent identification document, and the Shareholder shall attach a photocopy thereof. For **legal entities**, the signature(s) shall be certified as to the capacity and powers for the representation act or, alternatively, by attaching a legible copy of the identification document of the representative(s) signing the communication and of a document attesting such capacity (this document may be replaced by the sending of the access code to the online permanent certificate of the legal person being represented, if registered in Portugal).



COMMUNICATION REQUEST TO PARTICIPATE AND /OR VOTE BY ELECTRONIC MEANS ¹

To the Chair of the Board of the General Meeting of
CTT – Correios de Portugal, S.A.
Av. dos Combatentes, n.º 43-14.º Piso,
1643-001 LISBOA

SUBJECT: ANNUAL GENERAL MEETING OF 23 APRIL 2024

Full name / corporate name: -----

Tax identification number / corporate identification number. -----

Address or registered office: -----

Telephone: ----- E-mail: -----

in his/her/its capacity as Shareholder of CTT – Correios de Portugal, S.A. (“CTT”), holder of _____ shares of the referred Company, registered in the account no. _____, with the Financial Intermediary _____, hereby states his/her/its intention to participate and/or exercise the right to vote by electronic means, through the website www.ctt.pt, at CTT's Annual General Meeting called for **23 April 2024**.

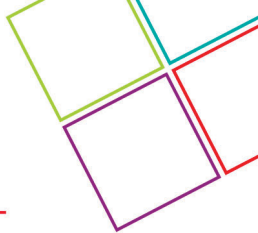
Yours faithfully,

_____, ____/____/____

(Signature(s)) ²

¹ For the purposes of exercising voting rights by electronic means, as well as for changing a vote previously cast by electronic means or by correspondence (e-mail or registered mail) during the meeting, this communication must be received by the Chair of the Board of the General Meeting by 05:00 p.m. (GMT) of 16 April 2024; for the purposes of participation in the meeting through telematic means, without exercising the right to vote, it must be received between 00:00 a.m. (GMT) of 19 April 2024 and 05:00 p.m. (GMT) of 22 April 2024.

² Signature(s). For individuals, the signature must be the same as on a suitable identification document – ID card, citizen card, passport or equivalent identification document, and the Shareholder shall attach a photocopy thereof. For legal entities, the signature(s) shall be certified as to the capacity and powers for the representation act or, alternatively, by attaching a legible copy of the identification document of the representative(s) signing the communication and of a document attesting such capacity (this document may be replaced by the sending of the access code to the online permanent certificate of the legal person being represented, if registered in Portugal).



VOTING BALLOT - VOTING BY CORRESPONDENCE ¹
ANNUAL GENERAL MEETING OF 23 APRIL 2024
CTT – Correios de Portugal, S.A.

Full name / corporate name: _____

 Taxpayer number / corporate identification number: _____
 Address or registered office: _____
 Telephone: _____
 E-mail: _____
 Financial Intermediary: _____

Please show your vote with an **X**

Agenda	In Favour	Abstain	Against
Item One: To resolve on the 2023 financial statements, including the management report, the individual and consolidated accounts, the corporate governance report (that includes the report on remuneration), non-financial information, including sustainability, and other corporate, supervisory and audit information documents, which form the integrated report.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item Two: To resolve on the profit allocation proposal for the 2023 financial year.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item Three: To generally appraise the Company's management and supervision.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item Four: To deliberate on the election of the Statutory Auditor and Alternate for the 2024/2026 term of office.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item Five: To deliberate on the approval of the remuneration policy of the members of the Company's management and supervisory bodies, including a plan for assigning CTT share options to the Executive Directors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item Six: To resolve on the granting of authorisation to the Board of Directors for the acquisition and disposal of own shares by the Company and its subsidiaries.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item Seven: To deliberate on the reduction of the share capital by up to 3,825,000.00 EUR for the purpose of releasing excess capital, by means of the cancellation of up to 7,650,000 shares representing up to 5.3 % of the share capital already acquired or to be acquired under the share buyback programme, as well as related reserves, and with the consequent amendment of paragraphs 1 and 2 of Article 4 of the Articles of Association.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The vote cast in this Ballot refers to the proposals made available at CTT's registered office and on the website at www.ctt.pt.

_____ ²
 Signature(s)

¹The ballot must be received by the Chair of the Board of the General Meeting by **11:59 p.m. (GMT) of 18 April 2024 by registered mail sent** to Av. dos Combatentes, n.º 43-14.º Piso, 1643-001 Lisboa or by **e-mail** to assembleiageral@ctt.pt.

²Signature(s). **For individuals, the signature must be the same as on a suitable identification document** – ID card, citizen card, passport or equivalent identification document, and the Shareholder shall attach a photocopy thereof. **For legal entities, the signature(s) shall be certified as to the capacity and powers for the representation act** or, alternatively, by attaching a legible copy of the identification document of the representative(s) signing the communication and of a document attesting such capacity (this document may be replaced by the sending of the access code to the online permanent certificate of the legal person being represented, if registered in Portugal).

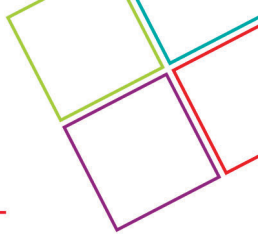
1

ITEM 1 OF THE AGENDA

To resolve on the 2023 financial statements, including the management report, the individual and consolidated accounts, the corporate governance report (that includes the report on remuneration), non-financial information, including sustainability, and other corporate, supervisory and audit information documents, which form the integrated report

Under this item, CTT – Correios de Portugal, S.A. financial statements for the 2023 financial year, including the management report, the individual and consolidated accounts, the corporate governance report (that includes the report on remuneration), non-financial information, including sustainability, and other corporate, supervisory and audit information documents, which form the integrated report, issued/approved, as applicable, by the Company's Board of Directors, Audit Committee and the Statutory Auditor, are presented for resolution by the Annual General Meeting, which are fully disclosed at CTT's registered office and at:

https://www.ctt.pt/grupo-ctt/investidores/informacao-financeira/contas-consolidadas?language_id=1



ITEM 2 OF THE AGENDA

To resolve on the profit allocation proposal for the 2023 financial year

The following proposal presented by the Board of Directors of the Company is hereby submitted to the Annual General Meeting for resolution:

“Under the terms of article 23 of the Articles of Association of CTT - Correios de Portugal, S.A. (“CTT” or “Company”), the annual net profit, duly approved, will be appropriated as follows:

- a) a minimum of 5% will be transferred to the legal reserve, until the required amount is reached;
- b) a percentage will be distributed to the shareholders as dividends and as decided by the General Meeting;
- c) the remaining amount will be appropriated as deliberated by the General Meeting in the interest of the Company.

Under the terms of article 295(1) of the Portuguese Commercial Companies Code (“PCCC”), a minimum of 5% is intended for the constitution of the legal reserve and, if necessary, its reintegration until this reserve reaches 20% of the share capital. As the share capital is 71,957,500.00 EUR, 20% is calculated at 14,391,500.00 EUR.

Considering that the legal reserve on 31 December 2023 was 15,000,000.00 EUR, the amount of the legal reserve is above the global minimum required by the Articles of Association and the PCCC.

Pursuant to article 294(1) of the PCCC, save for a bylaw provision or a resolution passed with a majority of 3/4 of the votes corresponding to the share capital in a General Meeting called for that purpose, half of the financial year’s distributable profits must be distributed to shareholders, as set out by law. CTT’s Articles of Association contain no provision contrary to the referenced legal provision.

Distributable profits are the financial year’s net profit after the constitution or increase of the legal reserve and after negative retained earnings have been covered, if applicable. As of 31 December 2023, the legal reserve is fully constituted and retained earnings are positive. For the financial year ended 31 December 2023, net profit for the year in the individual accounts amounted to 70,805,388.90 EUR.

Given the accounting rules in force, an amount of 3,862,898.00 EUR is already reflected in the stated net profit regarding profit sharing with CTT employees and executive Board members.

Accordingly, and in compliance with the provisions applicable under the law and the Articles of Association, the Board of Directors proposes that:

- a) The net profit for the 2023 financial year, totalling 70,805,388.90 EUR as per the individual financial statements, is allocated as follows:

- Dividends*. 24,465,550.00 EUR
(0.17 EUR per share)
- Retained Earnings 46,339,838.90 EUR

b) A maximum amount of 3,862,898.00 EUR (already considered in the individual financial statements) is allocated to CTT employees and executive Board members as profit sharing.

*Including own shares held by the company (on 31 December 2023 there were 4,409,300 own shares); the amount of dividends corresponding to own shares held by the company on the payment date, in the amount of 0.17 EUR per share, will be allocated to Retained Earnings.

Lisbon, 19 March 2024

The Board of Directors,
(Illegible signatures)"

ITEM 3 OF THE AGENDA

To generally appraise the Company's management and supervision

The following proposal is hereby submitted to the Annual General Meeting for resolution, presented on 15 and 18 March 2024 by the following entities: Global Portfolio Investments, S.L, Manuel Champalimaud SGPS, S.A., Greenwood Builders Fund I, LP and Grupo Sousa Investimentos SGPS, LDA.:

- “A) Under article 376(1)(c) and article 455(1) of the Portuguese Commercial Companies Code (“PCCC”), the Annual General Meeting should generally appraise the management and supervision of the Company;
- B) In 2023, the Board of Directors of CTT performed with commitment, professionalism, and diligence its functions of management of the Company, in order to meet the interests of the Shareholders and other stakeholders;
- C) In turn, CTT's supervisory bodies (Audit Committee and Statutory Auditor) performed their duties as provided for by law and the Articles of Association with commitment, professionalism, and diligence throughout the 2023 financial year, also contributing to the fulfilment of said interests.

Thus, it is hereby proposed that CTT's 2024 Annual General Meeting approves:

1. A vote of positive appreciation and confidence for the Company's Board of Directors, and each of its members, on the performance of their management functions during the financial year of 2023;
2. A vote of positive appreciation and praise for the supervisory bodies, and each of its members, on the performance of their supervisory functions during the financial year of 2023.”

According to the documentation made available to the Company, the subscribers of this proposal are Shareholders holding jointly more than 2% of the share capital.

4

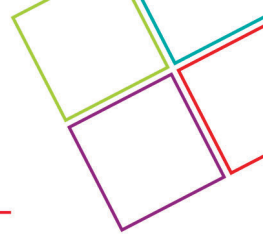
ITEM 4 OF THE AGENDA

To deliberate on the election of the Statutory Auditor and alternate for the 2024/2026 term of office

Proposal from the Audit Committee to the General Meeting for deliberation on the election of the Effective and the Alternate Statutory Auditor for the 2024/2026 term of office

“Considering that:

- (i) In accordance with article 22 of the Articles of Association of CTT – Correios de Portugal, S.A. (“CTT” or “Company”), as well as the provisions of article 423-F(1)(m) of the Portuguese Commercial Companies Code (“PCCC”), the Audit Committee is responsible for proposing the appointment of the Statutory Auditor to the General Meeting;
- (ii) The Annual General Meeting held on 21 April 2020 approved the appointment of the following as Statutory Auditors of CTT for the first term of office, corresponding to the three-year period 2021/2023:
 - a) **Effective Statutory Auditor:** Ernest & Young Audit & Associados – SROC, S.A. (Statutory Audit firm admitted to the Institute of Statutory Auditors under no. 178 and registered with the Portuguese Securities Market Commission under no. 20161480), represented by Luís Pedro Magalhães Varela Mendes (Chartered Accountant admitted to the Institute of Statutory Auditors under no. 1841, registered with the Portuguese Securities Market Commission under no. 20170024) or by Rui Abel Serra Martins (Chartered Accountant admitted to the Institute of Statutory Auditors under no. 1119, registered with the Portuguese Securities Market Commission under no. 20160731); and
 - b) **Alternate Statutory Auditor:** João Carlos Miguel Alves (Chartered Accountant admitted to the Institute of Statutory Auditors under no. 896, registered with the Portuguese Securities Market Commission under no. 20160515).
- (iii) As can be concluded from (ii) above, the maximum number of terms of office legally provided for the exercise of legal audit functions by the same Statutory Auditor has not yet been exceeded, as laid down in article 54(2) of Law 140/2015, of 7 September, in its current version, which approved the Articles of Association of the Institute of Statutory Auditors, as well as in article 17 of Regulation (EU) 537/2014, of the European Parliament and of the Council, of 16 April 2014;
- (iv) For the purposes of evaluating the potential proposal for the Statutory Auditor’s reappointment for the 2024/2026 term of office, CTT’s Audit Committee took into consideration (a) the good result of the assessment carried out regarding the Statutory Auditor's performance in the



previous term of office, taking into account the high professional quality evidenced in its performance, in particular the technical and professional experience, the academic curriculum and professional experience of the team members, the specific know-how about the CTT Group's business areas and the scope of the work to be carried out, the planning and work methodology, the ability to monitor independence requirements and prevent situations of conflicts of interest and to promote the quality of audit work, and the ability to meet agreed deadlines and respond to requests; (b) the result of the review of the Statutory Auditor's independence and suitability criteria; and (c) the financial proposal presented by the Statutory Auditor;

- (v) Having considered the interests, costs and advantages in question, CTT's Audit Committee believes that it is in the best interests of the Company that the statutory audit continues to be carried out by the same entity designated for these functions on 21 April 2020 for the 2021/2023 term of office;
- (vi) In the case of renewal of an audit term of office, the specific rules for consulting the market for the selection of Statutory Auditors of public interest entities contained in either the Articles of the Institute of Statutory Auditors or the EU Regulation do not apply;
- (vii) The Audit Committee declares that this proposal is free from the influence of third parties, and that no clause has been imposed that, by contract signed between the Company and a third party, limits the choice of the General Meeting for the purposes mentioned in no. 6 of article 16 of the EU Regulation.

It is proposed that the General Meeting decides to approve the appointment as Effective and Alternate Statutory Auditors of the Company for the three-year period 2024/2026 the following entities/persons:

- a) **Effective Statutory Auditor:** Ernst & Young Audit & Associados – SROC, S.A. (Statutory Audit firm admitted to the Institute of Statutory Auditors under no. 178 and registered with the Portuguese Securities Market Commission under no. 20161480), with registered office at Avenida da República, 90-6.º, 1600-206 Lisboa, represented by Luís Pedro Magalhães Varela Mendes (Chartered Accountant admitted to the Institute of Statutory Auditors under no. 1841, registered with the Portuguese Securities Market Commission under no. 20170024, married, with the citizen card no. 12150625 and taxpayer no. 222692430, with professional address at the abovementioned address), or by Rui Abel Serra Martins (Chartered Accountant admitted to the Institute of Statutory Auditors under no. 1119, registered with the Portuguese Securities Market Commission under no. 20160731, married, with the citizen card no. 9133435 and taxpayer no. 185813054, with professional address at the abovementioned address); and
- b) **Alternate Statutory Auditor:** Pedro Miguel Borges Marques (Chartered Accountant admitted to the Institute of Statutory Auditors under no. 1801, registered with the Portuguese Securities Market Commission under no. 20161640, married, with the citizen card no.

12628064 and taxpayer no. 238962083, com with professional address at Avenida da República, 90-6.º, 1600-206 Lisboa).

The *curricula vitae* of each of the people/entities indicated above, with the information required by the provisions in article 289(1)(d) of the Portuguese Commercial Companies Code ("PCCC"), are attached to this proposal.

Lisbon, 13 March 2024

The Audit Committee
(*Illegible signatures*)"

Information for General Assembly meeting of Group CTT



Quanto melhor a pergunta. Melhor a resposta.
Melhor funciona o mundo.

Ernst & Young Audit & Associados, SROC, S.A.



Registration no. 178 in the Portuguese Institute of Statutory Auditors
Registration No. 20161480 with the Portuguese Securities Market Commission
Public limited company: Share capital 1,335,000 euros
Tax N.º 505 988 582 - C. R. Commercial of Lisbon under the same number
A member firm of Ernst & Young Global Limited

Headquarter:
Avenida da República, nº90, 6º
1600-206, Lisbon

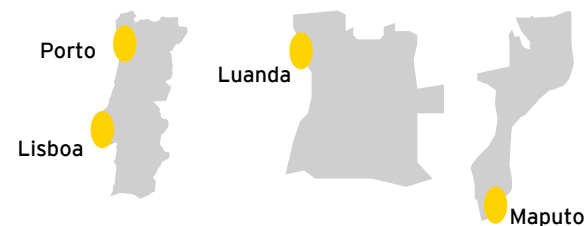
Number of CTT shares held by the holder 0 (zero)



EY Portugal

EY Portugal is a leading provider of audit services in Portugal, both in terms of the volume of revenue generated and the number of audit clients among PSI firms. In the period 2015-2020, EY was the only Big4 to show a growth rate of its audit revenues.

In Portugal, EY has its offices in Lisbon and Porto. Our geographic coverage also includes offices in Luanda, Angola, and Maputo, Mozambique



Our teams have the skills and tools to deliver all of EY's services in these markets. The hallmark of our engagement with emerging countries is a constant focus on developing local talent and continuously transferring knowledge to our clients' teams.

Audit	+100.000 Collaborators	US\$ 13,6b billing	FY22 vs FY21 5.8%
Total	+400.000 Collaborators	US\$ 49.4b billing	14.2%



Partner

Luís Pedro Mendes

Audit Partner

luis.pedro.mendes@pt.ey.com

18 Years of professional experience

ROC State Recognised Statutory Auditor (ROC)

IFRS IFRS accreditation

ROC No	1841
CMVM Registration No	20170024
Fiscal Number No	222692430
Citizen Card No	12150625
Marital Status	Married
Number of CTT shares held by the holder	0 (zero)

Professional experience:

- ▶ EY Portugal Financial Accounting and Advisory Services (FAAS) Leader
- ▶ EY Portugal Capital Markets Leader
- ▶ Assurance Partner
- ▶ Member of the EY PT Professional Practice Group (Technical Committee)

Selected Professional Experience

- ▶ Luis Pedro leads several audit engagements of large national and international groups, managing and coordinating multidisciplinary and multinational teams. He has extensive experience in coordinating audit projects spread across the globe, some of which with a shared services centers environment, and dealing on a timely basis with other EY network member firms, assuring an on-time communication and quality delivery of integrated audit engagements. Additionally, he has experience in international assignments in Angola, Brazil, South Africa and The Netherlands.
- ▶ Luis Pedro has been involved in various deals supporting companies raising equity and debt in the Capital Market through Initial Public Offerings (IPO), European Medium Term Note emissions (EMTN), retail bonds and high-yield transactions and was part of the team responsible for Group CTT IPO in 2013.
- ▶ He is technically proficient in accounting and disclosure requirements applicable under both IFRS, US GAAP and Portuguese GAAP reporting, with particular expertise in complex issues regarding concession agreements, consolidation, business combinations and corporate restructuring's.
- ▶ His portfolio includes entities of diferente business segments, namely, CTT - Correios de Portugal, Futebol Clube do Porto - Futebol SAD, Group Ferrovia and Group Cimpor.

Listed entities and Public Interest Entities (PIE)

- ▶ Luís has a broad experience auditing PIEs and listed Groups such as CTT, CP, Galp Energia, CTT, Semapa, Navigator Company, Brisa and NOS (former ZON), with regular reporting's to top Management and Audit Committees,
- ▶ He is also responsible for quality reviews of non-financial sector entities in the Lisbon stock exchange, namely Group NOS and REN.

Academic curriculum and training:

- ▶ Degree in Economics by Nova Business School
- ▶ Master in Finance at Católica-Lisbon School of Business & Economics
- ▶ Leadership and Management Program by AESE - Business School
- ▶ Certified trainer by IEFP



Partner

Rui Martins

Partner, Assurance Leader
Rui.martins@pt.ey.com

29 Years of professional experience

ROC State Recognised Statutory Auditor (ROC)

IFRS IFRS accreditation

ROC No	1119
CMVM Registration No	20160731
Fiscal Number No	185813054
Citizen Card No	9133435
Marital Status	Casado
Number of CTT shares held by the holder	0 (zero)

Professional experience:

- ▶ Assurance Partner
- ▶ Leads the entire Assurance department, which integrates 3 business areas led by other Partners, namely Forensics & Integrity Services, Financial Advisory and Accounting Services and Climate Change and Sustainability Services (team of 70 specialists in a total of more than 400 Assurance professionals)

Selected Professional Experience

- ▶ Assurance Leader of EY Portugal, joined EY in 1993, with 26 years dedicated to the profession, 16 years as a Partner
- ▶ EY SROC Board member
- ▶ Extensive experience in leading large national and international audits
- ▶ He currently has, among others, responsibility for leading Audits for the Galp Group, Siemens and REN
- ▶ Professional experience in multiple sectors, with emphasis on the Energy and Utilities Sector (including concessions), Retail, Distribution and Services
- ▶ Relevant experience in audits in a shared service center environment with international reporting on internal control
- ▶ Leads the audit transformation process in terms of Data Analytics & Audit transformation including tools in an SAP environment

Listed entities and Public Interest Entities (PIE)

- ▶ Rui has a broad experience auditing PIEs and listed Groups such as Galp, REN and Jeronimo Martins with regular reporting's to top Management and Audit Committees
- ▶ Performs quality review functions and reviews the financial statements of non-financial sector entities present on Euronext Lisbon, with emphasis on Corticeira Amorim and Altri

Academic curriculum and training:

- ▶ Degree with specialization in Finance from Instituto Superior de Economia e Gestão (ISEG)
- ▶ Statutory Auditor nº 1119 in Portugal.
- ▶ Accounting Expert nº20120082 (Angola).
- ▶ Technical training and accreditation in IFRS, US GAAP
- ▶ Executive Training at INSEAD (France), IMD (Switzerland) and FranklinCovey (Munich)

A hand is shown in the foreground, pointing towards a dense collage of small images. The collage includes various scientific and technological motifs such as DNA helices, fingerprints, microscopes, molecular models, and abstract digital patterns. The background is a blurred, colorful mosaic of similar images.

2

Substitute



Partner

Pedro Borges Marques
Partner
pedro.borgesmarques@pt.ey.com

18 Years of professional experience

ROC State Recognised Statutory Auditor (ROC)

IFRS IFRS accreditation

ROC No	1801
CMVM Registration No	20161640
Fiscal Number No	238962083
Citizen Card No	12628064
Marital Status	Casado
Number of CTT shares held by the holder	0 (zero)

Professional experience:

- ▶ Assurance Partner

Selected Professional Experience

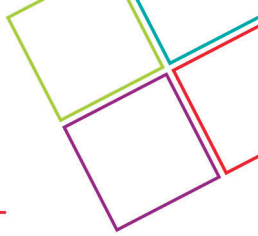
- ▶ Experience with auditing financial statements in accordance with International Financial Reporting Standards (IFRS) and Accounting and Financial Reporting Standards adopted in Portugal. Has IFRS accreditation;
- ▶ Among its clients are large national and international groups, also acting as the main team coordinating Portugal, Poland and Colombia, in the areas of Retail, Telecommunications, Media and Entertainment, Diversified Industrial Products and Energy. Experience in first year audits and transitions of auditors (such as Jerónimo Martins, Sporting Clube de Portugal, Vodafone, etc.).
- ▶ Experience in entities in the Non-Profit Sector, namely Fundação Francisco Manuel dos Santos, Fundação Vodafone, Arica Foundation (for education), Fundação Oceano Azul and Fundação Caixa Geral de Depósitos.
- ▶ He is currently Quality Enablement Leader and Digital Implementation Leader at EY Portugal (including Mozambique and Angola).

Listed entities and Public Interest Entities (PIE)

- ▶ Pedro has a broad experience auditing PIEs and listed Groups such as Jerónimo Martins and Sporting ~Clube de Portugal with regular reporting's to top Management and Audit Committees

Academic curriculum and training:

- ▶ Graduated from the Instituto Superior de Economia e Gestão (ISEG) - Specialization in the Financial Area
- ▶ Statutory Auditor nº 1801 in Portugal.
- ▶ IFRS accreditation




ITEM 5 OF THE AGENDA

To deliberate on the approval of the remuneration policy of the members of the Company's management and supervisory bodies, including a plan for assigning CTT share options to the Executive Directors

The following proposal presented by the Remuneration Committee of the Company is hereby submitted to the Annual General Meeting for approval:

“Considering that:

- A. The Remuneration Committee elected at the General Meeting of 20 April 2023, for the 2023/2025 term of office, carried out an analysis and reflection on the remuneration policy of the members of CTT's management and supervisory bodies approved in 2021 for the 2020/2022 term of office, as well as on the reports prepared under the terms and for the purposes set out in article 26-G of the Portuguese Securities Code ("**PSC**"), with the support of an external consultant of international reputation, with the key objective of maintaining a continuous alignment with both the best market practices and the business objectives and strategy, thus contributing to the long-term sustainability of results and the creation of value for CTT's shareholders;
- B. In this context, the Remuneration Committee had the support of the Corporate Governance, Evaluation and Nominating Committee, which has advisory powers in terms of performance assessment and remuneration, and which contributed its independence, knowledge and experience to defining a remuneration policy tailored to the specific characteristics of the sector and the company, especially with detailed knowledge of its strategic and risk profile;
- C. The Remuneration Committee also took into consideration the best market practices, including the recommendations of the Corporate Governance Code of the Portuguese Institute of Corporate Governance of 2018, revised in 2023, complying with Recommendations VI.2.1. to VI.2.11.;
- D. The proposal of the Board of Directors of CTT regarding the granting of authorisation for the acquisition and disposal of own shares by the Company is subject to approval by the Annual General Meeting of 23 April 2024, under the terms of item 6 of the Agenda;
- E. Following the work carried out, the Remuneration Committee concluded that it is appropriate to propose to the General Meeting a remuneration policy for the members of CTT's management and supervisory bodies which essentially maintains the remuneration model set out in the remuneration policy in force for the 2020/2022 term of office, with the changes explained in the attached proposal, under the terms and for the purposes of article 26-A and *et seq.* of the **PSC**.

The Remuneration Committee proposes that the General Meeting resolves to approve **(i)** the remuneration policy for the members of CTT's management and supervisory bodies for the 2023/2025 term of office and **(ii)** the plan to grant CTT's Executive Directors options over shares representing CTT's share capital, under the terms and conditions attached hereto, in the latter case subject to approval by the General Meeting of the proposal referred to in Recital D) (without prejudice to the acquisition and disposal of own shares beyond the period provided for in said proposal being subject to the approval by the General Meeting of Shareholders of CTT of a new authorisation under similar terms).

Lisbon, 15 March 2024

For the Remuneration Committee,
(Illegible signatures)"

Annexes

Remuneration Policy

of the

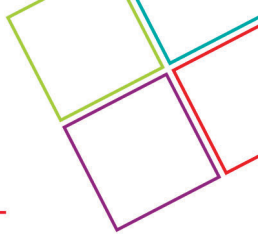
Members of the Management and Supervisory Bodies

of

CTT - Correios de Portugal, S.A.

Proposal of the Remuneration Committee

to the Annual General Shareholders Meeting of 23 April 2024



A. Introduction

This document sets out the proposed remuneration policy applicable to the members of the management and supervisory bodies of CTT - Correios de Portugal, S.A. ("**CTT**", "**Company**") in office in the 2023-2025 term of office, having been prepared by CTT's Remuneration Committee pursuant to and for the purposes of articles 26-A *et seq.* of the Portuguese Securities Code ("**Cód.VM**"), in particular for the purposes of its submission for approval at the Company's Annual General Shareholders Meeting to be held on 23 April 2024 (hereinafter the "**Remuneration Policy**" or "**Policy**").

The Company's Remuneration Committee elected at the last Annual General Shareholders Meeting prepared this Remuneration Policy with the aim of maintaining the continued alignment with both the best market practices and the business objectives and strategy, thus contributing to the sustainability of CTT's results and the creation of value for its shareholders.

After reflection and discussion to that end and with the support of an external consultant of international reputation, the Remuneration Committee concluded that it is appropriate to maintain the remuneration structure laid down in the policy in force during the previous term of office, with some changes explained in this document.

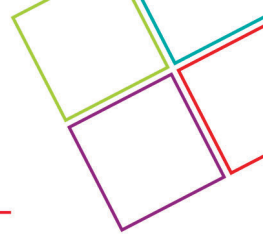
In this context, under this Policy, Non-Executive Directors (including the members of the Audit Committee) of the Company receive exclusively a fixed annual remuneration.

In turn, in accordance with this Policy, the remuneration model for the Company's Executive Directors includes a fixed component and a variable component ("**VR**"), the latter consisting of:

- An annual component ("**Annual Variable Remuneration**" or "**AVR**"), dependent on the achievement, in each annual evaluation period, of financial and non-financial targets and paid in cash;
- A long-term component ("**Long-Term Variable Remuneration**" or "**LTVR**") arising from the participation in the stock options plan which grants the right to be awarded with shares representing CTT's share capital attached hereto ("**Plan**" or "**CTT Stock Options Plan**").

As detailed below, the referred remuneration components and the terms of this Policy were defined, in particular taking into account the following aspects:

- The economic and financial situation of the Company and its organisational structure and size (in particular, the current governance model with a three-member executive committee, which determined most of the changes to the policy in force during the previous term);
- The promotion of the alignment of management interests with CTT's current strategic goals (through performance evaluation criteria and targets of financial and non-financial nature) and with the pursuit of the long-term sustainability of the Company and the sustainable development of its businesses (which was especially reflected in the fine-tuning introduced at the level of the non-financial targets relevant to the calculation of AVR, with emphasis on an ESG - Environmental, Social and Governance - indicator);
- Consideration for the management of the interests of the different stakeholders of the Company, in particular the interests of the Company's employees (promoting measures towards balancing the remuneration conditions of the Company's employees and the remuneration of the corporate bodies' members) and the interests of the shareholders (contributing to the creation of value for the shareholders); and
- The specific characteristics and remuneration practices of the sector at European level and the remuneration practices of the PSI-20 companies.



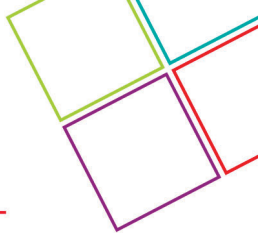
B. General principles of remuneration of the members of the management and supervisory bodies

This Remuneration Policy continues to be based on the following pillars and principles in line with the best governance practices:

Remuneration mix	<ul style="list-style-type: none"> • Exclusively fixed remuneration for Non-Executive Directors (including the members of the Audit Committee); • Balance between annual base remuneration (“ABR”) and VR for Executive Directors; • Combination of VR, including components in cash and in options for awarding Company shares, with net share (75%) and net cash (25%) settlements.
Performance measures	<ul style="list-style-type: none"> • Combination of financial and non-financial objectives; • Performance measures that consider the Company’s strategy and are oriented towards the pursuit of the long-term sustainability of the Company and the sustainable development of its businesses, equally considering the interests of employees and shareholders.
Alignment of interests	<ul style="list-style-type: none"> • Definition of minimum level of performance to access VR; • Definition of maximum performance level beyond which there is no additional VR payment (cap of AVR and fixed number of options awarded under the Plan as LTVR); • Deferral and retention mechanisms of VR; • Adjustment mechanisms determining the reduction or reversal of the VR awarding and/or payment (malus/clawback provisions); • Absence of dilution effect to the extent that, in accordance with the Plan, the delivery of CTT shares as LTVR is made following the purchase of own shares (the said Plan and the authorisation for the acquisition of own shares being subject to shareholders’ approval); • Prohibition for the Executive Directors to enter into contracts or other instruments, either with the Company or with third parties, that have the effect of mitigating the risk inherent in the variability of VR.
Transparency	<ul style="list-style-type: none"> • Remuneration Committee composed of three members, mostly independent members, supported by specialised consultants and by the Corporate Governance, Evaluation and Nominating Committee; • Alignment with the strategic objectives of the Company; • Total remuneration fixed by CTT’s Remuneration Committee, in the event of the performance of duties in companies that have a controlling or group relationship with CTT; • Presence of the Chair, or another member of the Remuneration Committee, at the Annual General Shareholders Meeting, and at any other meetings, if the respective agenda includes a matter related to the remuneration of the members of the Company’s bodies and committees, or if such presence has been requested by the shareholders.

C. Components of fixed and variable remuneration

The remuneration of Non-Executive Directors (including the members of the Audit Committee, the Company’s supervisory body) corresponds exclusively to a fixed component, and, as detailed below, they receive no annual meal allowance, variable remuneration or any other benefit. The remuneration of the Company’s Statutory Auditor is defined by the Remuneration Committee, upon proposal of the Audit Committee, in view of the remuneration criteria and practices for this type of service under usual market conditions.



The remuneration of the Executive Directors includes a fixed component and a variable component, as detailed below.

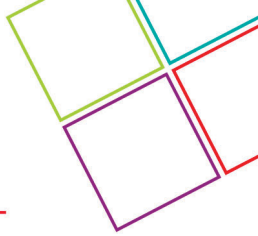
1. Fixed Remuneration of Directors

This component includes:

Executive Directors	<ul style="list-style-type: none"> • ABR paid 14 times a year and annual meal allowance; • The respective amount is fixed by the Remuneration Committee taking into account, in particular, the following criteria: <ul style="list-style-type: none"> • The nature and complexity of the functions, distinguishing between CEO, CFO and CCO and taking into account the reduction in the number of members of the Executive Committee with the inherent increase in the responsibilities of each one (giving rise to the changes to the ABR of the members of the Executive Committee included below); • The sustainability of CTT's performance; • The objective of higher balance in the remuneration conditions of employees and members of the corporate bodies; • The amount of the fixed component of the remuneration may be annually reviewed by the Remuneration Committee, taking into account the level of responsibility and risk of the duties performed by each director.
Non-Executive Directors	<ul style="list-style-type: none"> • ABR payed 14 times a year; • The respective amount is fixed by the Remuneration Committee taking into account, in particular, the following criteria: <ul style="list-style-type: none"> • The responsibilities and dedication inherent to the performance of the chairman's duties; • The responsibilities and dedication inherent to the performance of the functions within the Audit Committee and specialised committees of the Board of Directors. • The Company's recent practice associated with the definition of remuneration.

The amount of ABR to be applied, following the approval of this Policy and subject to the respective terms, is presented below:

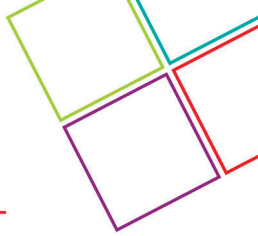
Position	ABR (€)
<i>Chair</i>	350,000
<i>CEO</i>	510,000
<i>CFO</i>	400,000
<i>CCO</i>	400,000
Member of the Board of Directors and Chairman of the Audit Committee	100,000
Member of the Board of Directors and Chairman of an internal committee	75,000
Member of the Board of Directors and member of the Audit Committee	75,000
Member of the Board of Directors and member of an internal committee	65,000
Member of the Board of Directors who is not a member of any committee	50,000



2. Variable Remuneration of Executive Directors

The remuneration of the Executive Directors includes a portion of VR with the following two components, being subject to maximum limits and awarding and payment rules that consider short and long-term objectives:

AVR	<ul style="list-style-type: none"> • Dependent on the achievement, in each annual evaluation period, of financial (with a weight of 70%) and non-financial (with a weight of 30%) targets; • Dependent on the satisfaction of a weighted average achievement of financial targets above 80%; • If the minimum attainment thresholds are not met, there is no AVR; • In a scenario of 100% achievement, each Executive Director will be entitled to an AVR in the amount of 55% of the respective ABR, and, for objectives surpassed above this target, the maximum amount of the AVR which can be awarded to each Executive Director is 85% of the respective ABR, with the exception of the situation provided for in the following bullet; • If all the financial objectives have been achieved by at least 100% (excluding the organic growth of revenues which is not subject to minimum achievement criteria), the maximum value of the AVR attributable to each Executive Director can go up to 100% of the respective RBA, on a linear basis (a change from the previous policy which encourages the overall achievement of objectives); • Paid in cash, with a 50% deferment of the respective value, which is subject to positive performance.
LTVR	<ul style="list-style-type: none"> • In the form of participation in the CTT Stock Options Plan, with some adjustments aimed at increasing the alignment of interests of executive management; • Awarding, through the Plan and on the date of its approval by the Shareholders General Meeting, of a fixed number of options for each participant in the Plan (differentiating between CEO, on the one hand, and CFO and CCO, on the other); • Awarding, also through the Plan, of 3 tranches of options that differ only in their exercise price or different strike price (compared to the plan in force during the previous term of office, the number of tranches was reduced and their weight/number of options increased); • Dependent on share price evolution (in comparison with the plan in force during the previous mandate, the strike price has been revised according to the 3 tranches and the number of trading days used to define the weighted average of reference prices has been increased in order to compare it with the aforementioned strike price in accordance with the formula and other terms of the Plan) and long-term positive performance under the terms defined in the Plan; • With exercise deferral (to 1 January 2026, given the end of the 3-year term 2023/2025) and retention period (throughout the period between the exercise date and the fifth trading day immediately following the end of the month after the approval of the accounts for 2027 in the annual general shareholders meeting in 2028 or 31 May 2028) under the terms defined in the Plan; • As a rule, the Plan provides for a 25% net cash settlement and a 75% net share settlement of the options, without prejudice to the fact that, on an exceptional basis and in a scenario where the number of own shares held by CTT is not sufficient, the Plan provides for the Remuneration Committee to establish a remuneration mechanism through the awarding of a cash amount and the net cash settlement of the options whose net share settlement is not possible.



3. Balance between fixed and variable components

In case of achievement of the target of the AVR objectives, the fixed component of the annual remuneration will represent an average 65% and the AVR will represent an average of 35% of the total annual remuneration (excluding any LTVR) for the Executive Directors as a whole.

In turn, the LTVR model for Executive Directors, through participation in CTT's Stock Options Plan, promotes an alignment of interests with the Company's performance and provides for incentives to the pursuit of sustainable performance, namely:

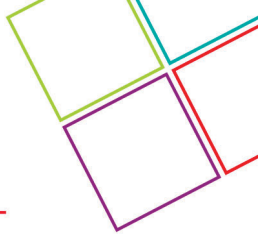
- The Plan sets the number of awarded options and the exercise price or strike price for each of the three tranches, in a gradual logic;
- The Plan also provides for mechanisms to defer the exercise of the options as above explained; and
- In the event of fulfilment of the target of the AVR objectives and the verification of an exercise price of 3.685 EUR per CTT share (value assumed for illustrative purposes only, corresponding to the average CTT share price on 2021, 2022 and 2023), the fixed component of the annual remuneration will represent, on average, 65% and the annualised AVR and the LTVR will represent, on average, 35% of the total annual remuneration for all the Executive Directors.

D. Criteria for awarding variable remuneration (whether AVR in cash or LTVR through the Plan), including financial and non-financial criteria and, where applicable, criteria related to social responsibility of the Company and how these criteria contribute to the Company's business strategy, long-term interests and sustainability

1. Criteria for assessing performance at the AVR level

In accordance with this Policy, the amount of AVR to be earned by Executive Directors by reference to their performance in each evaluation period (calendar year), results from the assessment of the following quantifiable criteria (in 70% of financial nature and 30% of non-financial nature), which were subject to fine-tuning in relation to the policy in force during the previous term of office with a view to continually strengthening the alignment of the interests of the executive management with the business objectives and strategy), with the weights in the awarding and calculation of the AVR indicated below (finalised by the Remuneration Committee based on CTT Group business plan or budget for the relevant period):

Free Cash Flow per Share (25%)	<ul style="list-style-type: none"> • Quantifiable financial performance criterion related to the business capacity to generate cash flows (excluding from this criterion amounts related to Financial Services and customer deposits and loans from Banco CTT).
Adjusted Consolidated Recurring EBIT (25%)	<ul style="list-style-type: none"> • Quantifiable financial performance criterion related to the operational performance of the business (this criterion assumes an additional weight of 5%, which is reduced in the Free Cash Flow per Share, compared to the previous policy).
Earnings per Share (10%)	<ul style="list-style-type: none"> • Quantifiable financial performance criterion related to the capacity to pay out dividends per share.
"Organic" Revenue growth (10%)	<ul style="list-style-type: none"> • Quantifiable financial performance criterion related to the "organic" growth of revenues generated by sales and services compared to the previous year.



**Annual Non-Financial Targets
(30%)**

- Quantifiable non-financial performance criteria, related to (i) the implementation of strategic objectives (reflected in the business plan or budget for the period previously approved by the Board of Directors) and (ii) the promotion of the long-term interests of the Company's stakeholders, one of which is related to the implementation of the ESG (Environmental, Social and Governance) strategy, which will be weighted no less than 5%.
- These criteria are implemented annually by the Remuneration Committee (after hearing the Corporate Governance, Evaluation and Appointments Committee), depending on the development of CTT's business and strategy, taking into account the following aspects (which may or may not exceed the 5 non-financial objectives contemplated in the previous policy):
 - (i) objectives relating to the sustainability of the growth of the Company's business segments;
 - (ii) operational or commercial performance goals of CTT's activity;
 - (iii) objectives related to the quality of service;
 - (iv) objectives related to the implementation of strategic projects for CTT;
 - (v) environmental targets related to CTT's activity;
 - (vi) to the extent possible, the responsibilities of each Executive Director.
- The adjustments to these criteria compared to the previous policy are intended to bring them more into line with the evolution of the business.

The awarding of the AVR is subject to a weighted average of more than 80% achievement of the objectives of the above mentioned financial performance evaluation criteria.

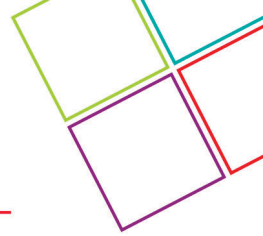
Once this condition is met, the performance registered each financial year with regard to the mentioned criteria and objectives of financial and non-financial nature is remunerated by weighting them at 70% and 30%, respectively, in the value of the AVR and in a gradual manner in accordance with the degree of achievement (calculation model improved on the previous policy in order to promote the overall pursuit of the objectives), in particular:

- If the performance recorded reaches less than 80% of a set target, no AVR will be awarded for that target (with the exception of the revenue growth objective which has no minimum value) and, if this performance exceeds 130% in relation to a set objective, the contribution of this objective will only exceed 130% if the performance recorded in all financial objectives (excluding the organic revenue growth, which has no minimum value) fulfils the set objective by at least 100%.
- If the overall recorded performance falls between 80% and 130% of the targets set, a value between 35% and 85% of the ABR of each Executive Director is due, on a linear basis;
- If the overall recorded performance meets the target by more than 130%, an amount corresponding to 85% of the ABR of each Executive Director is due, except in the case of the achievement of at least 100% of all financial objectives (excluding the organic revenue growth, which has no minimum value), in which case the maximum value of the RVA attributable to each Executive Director may go up to 100% of the respective RBA, on a linear basis.

2. Criteria for performance evaluation at the LTVR level under the CTT Stock Options Plan

The rights conferred by the options under the CTT Stock Options Plan are subject to the performance of the Company, to the extent that:

- The awarding of shares and the number of shares to be awarded, on the exercise date of the options, are subject to the evolution of the market price of the CTT share (in relation to the exercise price) under the terms referred to below and better defined in the Plan; and
- The award and settlement of the LTVR under the options granted are conditional upon the fulfilment of CTT's positive performance between the grant and the exercise of the options and during the retention period of part of the shares awarded upon exercise, under the terms referred to below and better defined in the Plan.



E. Methods to determine the extent to which performance criteria have been met

With regard to the AVR, the Remuneration Committee is responsible for deciding each year on its awarding, calculation and payment, including:

- Verification of the degree of achievement of the objectives associated with the quantifiable financial performance criteria described above, to be determined by applying a formula to be approved by the Remuneration Committee based on this Policy and on the Company's financial statements;
- Verification of the degree of achievement of the objectives associated with the non-financial performance criteria, to be carried out on the basis of the objectives, assessment model and annual calculation formula determined by the Remuneration Committee, in consultation with the Corporate Governance, Evaluation and Nominating Committee;
- Fulfilment of the eligibility conditions and the possible application of the adjustment mechanisms referred to in this Policy.

With regard to the LTVR, the Remuneration Committee is responsible for supervising the implementation of the Plan, deciding on its awarding, calculation and settlement (without prejudice to the possibility of operational tasks relating to the said implementation being carried out by Company staff), in accordance with the terms of the Plan, which is based on the following principles:

- The number of shares to eventually award (by way of share or cash settlement under the Plan) to the Executive Directors, following the automatic exercise of the options on the exercise date provided for in the Plan, depends on the difference between the exercise price set for each tranche in the Plan (strike price) and the CTT share price (i.e. the arithmetic average of the prices, weighted by the respective volumes, of the transactions on the Company's shares carried out on the Euronext Lisbon regulated market, in the sessions held in the 120 days prior to the exercise date, i.e. 1 January 2026) and results from the application of the following formula (rounded down):
$$\text{No. of Shares} = \text{No. of Options exercised} \times \left[\frac{\text{Share Price} - \text{Strike Price}}{\text{Share Price}} \right]$$
- Confirmation of the Company's positive performance under the terms referred to below and better defined in the Plan;
- Fulfilment of the eligibility conditions and possible application of the adjustment mechanisms referred to in this Policy and better defined in the Plan.

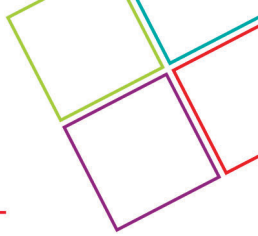
F. Deferral periods and the possibility for the Company to request the restitution of variable remuneration already delivered, including AVR and LTVR under the CTT Stock Options Plan

The payment of the AVR eventually awarded is to be made in cash and in two tranches, *i.e.*:

- The payment of 50% of the AVR occurs in the month following the date of approval by the General shareholders Meeting of the accounts relating to the financial year corresponding to the assessment period; and
- The payment of the remaining 50% of the AVR is proportionally deferred over a period of 3 years from the mentioned date of approval of the accounts and is subject to the positive performance of the Company and the sustainable financial situation of the Company, as well as the positive performance of each Executive Director, including the non-occurrence of situations that give rise to the application of the adjustment mechanisms in the terms mentioned below.

In turn, the CTT Stock Options Plan also establishes a deferral period for the exercise of the options and a retention period of part of the awarded shares, as LTVR, in accordance with the following principles detailed in the Plan:

- The automatic exercise date of all options is 1 January 2026, given the end of the three-year term 2023/2025;
- In the case of the awarding of shares depending on the stock market performance and satisfaction of the positive performance of the Company, the options will be subject to settlement over the deferral/retention period;
- 50% of the LTVR is settled on the fifth trading day immediately after the date of the annual general shareholders meeting of the Company approving the accounts for the financial year 2025 to be held in 2026, subject to the satisfaction of positive



performance in respect of each of the financial years 2023, 2024 and 2025, half by way of cash settlement (*i.e.*, 25% of the options on a proportional basis in respect of each of its 3 tranches) and the other half (*i.e.*, 25% of the options also on a proportional basis with respect to each of its 3 tranches) by way of net share settlement through the delivery of CTT shares;

- The remaining 50% of the LTVR (*i.e.*, 50% of the options equally on a proportional basis with respect to each of its 3 tranches) are settled through the delivery of CTT shares (net share settlement), in 2 instalments of 1/2 of the retained shares, over the respective retention period (period during which the participant does not acquire the ownership nor social or economic rights inherent to the shares retained under the Plan):**(i)** retention of the first instalment until the fifth trading day immediately following the end of the month after the date of approval of the accounts for the financial year 2026 at the Annual General Shareholders Meeting of the Company to be held in 2027, or on 31 May 2027 and subject to the positive performance of the Company in each of the financial years 2023 to 2026; and **(ii)** retention of the second instalment until the fifth trading day immediately following the end of the month after the date of approval of the accounts for the financial year 2027 at the Annual General Shareholders Meeting of the Company to be held in 2028, or on 31 May 2028 and subject to the positive performance of the Company in each of the financial years 2023 to 2027, respectively to each instalment;
- During the retention period, the participant does not acquire ownership or the social or economic rights inherent in the shares retained, without prejudice to being entitled to the amount in cash equivalent to the value of the dividend that such shares would generate if they were held during that Retention period, which is only due on the date of unblocking and which is subject to all the conditions and mechanisms applicable to the LTVR provided for in the Plan, such as the verification of positive performance and the adjustment mechanisms (a change from the previous policy that creates an additional incentive for sustained value creation).

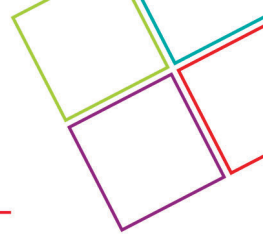
Furthermore, the awarding of the AVR and the exercise and settlement of the options relating to the LTVR are conditional (as a condition of eligibility) on the Executive Director remaining with the Company under the following terms:

- If the Executive Director leaves the Company for any reason, other than dismissal for just cause or the occurrence of another situation that gives rise to the application of an adjustment mechanism, after the evaluation period but before payment of the AVR, it shall be paid in full to the extent corresponding to that period;
- The payment of the AVR in respect to an evaluation period in which there is cessation of duties shall not be due, nor shall the settlement of the LTVR under the Plan be due in the event of early termination of duties, to the extent that its exercise and settlement require the conclusion of the term of office for which the Executive Director was appointed (continued performance), except in situations of termination by mutual agreement, retirement, death, disability or other case of early termination of the term of office for reasons not attributable to the Director (namely in case of change of control of the Company), in which case the Remuneration Committee will define a *pro-rata* awarding of the AVR and the *pro-rata* cancellation of the LTVR granted under the Plan;
- New Executive Directors starting their functions in the course the current term of office gives rise to an AVR on a *pro-rata* basis determined by the Remuneration Committee and to a LTVR under the Plan, taking into account the period of office exercised, during the term of office.

The AVR and LTVR are also subject to the following adjustment mechanisms:

- Reduction of the VR which awarding and/or payment/settlement does not yet constitute an acquired right (malus provision) and/or reversal by means of retention and/or repayment of the VR whose payment/settlement already constitutes an acquired right (clawback provision) as a supplementary mechanism to the reduction;
- Applicable to part or all of the VR (awardable, awarded and/or paid);
- The following situations are verified: **(i)** the Director, in the exercise of his duties, has participated, directly and decisively in, or was responsible for an action that resulted in significant losses; **(ii)** serious or fraudulent breach of the code of conduct or internal regulations with significant negative impact, or situations that justify just cause for dismissal; and/or **(iii)** false statements and/or materially relevant errors or omissions in the financial statements to which an objective conduct of the Director has decisively contributed.

Therefore, the Remuneration Committee (after hearing the Corporate Governance, Evaluation and Nominating Committee) annually assesses whether the said adjustment mechanisms (conditions for eligibility of VR) may be applied, which can result, as the case may be, in the following events:



- No AVR shall be granted or paid to the Director concerned in respect of the relevant assessment period and the awarding of options to the Director in question as LTVR to be reverted (through the cancellation of the options which exercise is subject to the non-occurrence of the referred situations, under the terms set forth in the Plan);
- The AVR already awarded and/or paid to the Director concerned to be reverted, in whole or in part, under the terms of which the right to the payment of the AVR amounts already awarded is subject to the non-occurrence during the deferral period of said situations and that the amounts paid as AVR shall be subject to this adjustment mechanism from the date of approval by the general shareholders meeting of the accounts relating to the financial year corresponding to the assessment period until the next annual meeting of the Remuneration Committee called to resolve on the application of these mechanisms;
- The LTVR already awarded to the Director concerned is reverted, and the exercise of the options and its settlement (in cash or by the delivery of shares) is subject to the non-occurrence of situations which give rise to the application of adjustment mechanisms or situations of material breach of the Plan, under which terms, should such situations occur until the meetings of the Remuneration Committee called to resolve on its application (to be held as from the exercise and prior to the settlement of the LTVR or to the retention period as set out in the Plan), the payment of the amount due as net cash settlement of the LTVR or the delivery of the retained shares may not take place or may give rise to their return, under the terms set forth in the Plan.

G. CTT's business strategy, long-term interests and sustainability

The Company's Remuneration Committee drafted this Policy taking into account a set of objectives aligned with CTT's mission and values, maintaining the purpose of promoting the continued alignment with the Company's business objectives and strategy and thus contributing to the sustainability of CTT's results and the creation of value for its shareholders.

The pursuit of such objectives is reflected, in particular, in the changes to the remuneration model applicable to the Executive Directors, following the discussion held in the context of the end of the 2020-2022 term of office and the election for the current term of office, with a new executive management model composed of three members (CEO, CFO and CCO), including the following aspects detailed above: **(i)** the fine-tuning of the financial objectives and their calculation mechanism; **(ii)** the annual non-financial objectives for calculating the AVR related to the sustainability of the business; and **(iii)** the CTT Stock Options Plan, by way of the LTVR, which rewards the sustained evolution of the Company's profitability and growth.

In particular, the incentives underlying the AVR described above serve as an additional instrument to achieve the Company's financial and non-financial strategy, by rewarding performance through a combination of financial and non-financial objectives and adjusting these objectives to the Company's strategy, while also considering the individual responsibilities of each of the Executive Directors.

In accordance with this Policy, the awarding, amount and payment of the AVR meet:

- The degree of achievement of a set of objectives established according to performance evaluation criteria of financial and non-financial nature, focused either on the implementation of CTT's long-term strategic objectives (including objectives related to the sustainability of the growth of the various business segments and environmental targets) or on the promotion of best ESG (Environmental, Social and Governance) practices, including an annual objective in the ESG area with a weight of at least 5%;
- The balance between financial and non-financial evaluation criteria, bearing in mind that: **(i)** without a minimum threshold of achievement of criteria of financial nature, no AVR will be awarded; and that **(ii)** the criteria of non-financial nature maintain a weight of 30% (related to sustainability, strategic, operational and commercial performance and environmental objectives and, to the extent possible, the functions of each Director), as detailed above);
- The positive performance of the Company and the sustainable financial situation of the Company, as well as the positive performance of each Executive Director (including the non-occurrence of situations that give rise to the application of adjustment mechanisms) for the purposes of payment of the 50% of the deferred AVR.

In turn, the new CTT Stock Options Plan for the purposes of the LTVR was designed to reward sustained growth and added value for shareholders, reflected in the evolution of the Company's share price during the term of office, as well as the positive performance of the Company, given the following characteristics of the Plan:

- The Plan sets the number of options awarded to be exercised by the participants and their exercise or strike price;
- The number of shares to be received depends on the difference between the exercise price (strike price set in the Plan, per tranche) and the share price (considering the market price during an extended reference period under the terms set forth in the Plan);
- The LTVR awarded under the Plan is subject to the positive evolution of the share price and the positive performance of the Company, and to eligibility conditions related to the non-occurrence of situations that give rise to the application of the adjustment mechanisms mentioned below and material breaches of the terms of the Plan;
- The Plan also provides for deferral and retention mechanisms that result from the combination of two aspects: (i) the exercise date of all options (1 January 2026, given the end of the 3-year term 2023/2025); and (ii) with a retention period of the allocated shares (during the period between the exercise date and the fifth trading day immediately following the end of the month after the approval of the accounts for 2027 at the annual general shareholders meeting to be held in 2028, or on 31 May 2028).

H. Conditions of employment and remuneration of the Company's employees

The Company's concern with the employees, the protection of their remuneration and the balance between the remuneration of the Company's employees and the remuneration of the corporate bodies was present in the drawing up of this Remuneration Policy.

The remuneration model for the members of the corporate bodies for this 2023/2025 term of office is largely unchanged, and there has even been a reduction in the total amount of remuneration for the management body in the context of the reduction in the number of members of the Executive Committee (from five to three members), without prejudice to some adaptations and adjustments, largely as a result of the increased responsibilities of these members in this term of office.

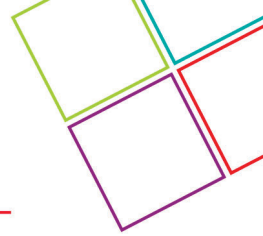
In addition, the reinforced focus on non-financial objectives and the proposed variable remuneration model aim to promote the alignment of management interests with the interests of all stakeholders, including the Company's employees.

I. Bonuses and other benefits, regardless of their form, which may be awarded to members of the management and supervisory bodies, and the respective proportion

The Company has not adopted any system of annual bonuses or other non-cash benefits, notwithstanding what is mentioned below.

The Executive Directors receive the following additional non-pecuniary benefits, of a fixed nature, corresponding to an estimated average value of 7% in relation to the ABR of all the Executive Directors:

- Car free use (including fuel and tolls);
- Life and personal accident insurances (including travel insurance); and
- Access to the health benefits system – CTT's Social Action Plan (SAP) - under the same terms as the Company's employees.



The monthly fixed remuneration of the Executive Directors defined by the Remuneration Committee, in accordance with this Policy, includes an amount for a defined contribution pension plan or retirement savings plan (or other retirement savings instruments), the choice of which will be made by each Executive Director (totalling 10% of the ABR).

J. Amounts paid on any basis by other companies in a control or group relationship, or which are subject to a common control

Members of the management and supervisory bodies of the CTT who hold positions in companies in a control or group relationship with the CTT consolidate any remuneration received in these positions in their overall remuneration, so that the total amount and method of payment correspond to that defined by CTT's Remuneration Committee.

K. Duration of the contracts or agreements with the members of the management and supervisory bodies, applicable notice periods, termination clauses and termination payments

The Company has not entered into any contracts or agreements with the members of the management and supervisory bodies, who were elected for the 2023/2025 term of office, as provided by law and the articles of association.

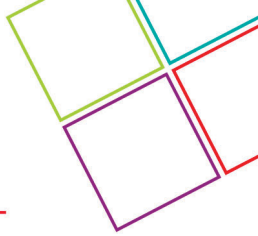
In the event of termination of office of members of the Board of Directors, the legally prescribed remuneration rules shall apply.

In case of dismissal without just cause, the remuneration legally due corresponds to remuneration for the damages suffered by them, which may not, however, exceed the amount of remuneration that the Director would presumably receive until the end of the period for which he was elected.

In the case of dismissal due to inadequate performance (not resulting from serious breach of duties or inability to carry out normal functions), the Company is obliged to pay remuneration only in the terms legally due.

In turn, the early termination of functions determines the following consequences concerning the awarding and the payment of the VR to the Executive Directors:

- If the Executive Director leaves the Company for any reason, other than dismissal for just cause or the occurrence of another situation that gives rise to the application of an adjustment mechanism, after the evaluation period but before payment of the AVR, it shall be paid in full to the extent corresponding to that period;
- The payment of the AVR in respect of an evaluation period in which there is cessation of duties will not be due, nor will the payment of the AVR under the Plan be due in the event of early termination of duties, since its exercise and settlement require the conclusion of the term of office for which the Executive Director was appointed (continued performance), except in situations of termination by mutual agreement, retirement, death, disability or other case of early termination of the term of office for reasons not attributable to the Director (namely in case of change of control of the Company), in which case the Remuneration Committee will define a pro-rata awarding of the AVR and the pro-rata cancellation of the LTVR awarded under the Plan.



L. Main characteristics of supplementary or early retirement pension schemes

No system of awarding of supplementary pensions is applicable, nor any remuneration in the case of early retirement of its Directors, without prejudice to that referred to in the following paragraph.

The monthly fixed remuneration of the Executive Directors defined by the Remuneration Committee, in accordance with this Policy, includes an amount for a defined contribution pension plan or retirement savings plan (or other retirement savings instruments), the choice of which will be made by each Executive Director (totalling 10% of the ABR).

M. Description of the decision-making process followed for remuneration policy determination, review and application, including the measures to avoid or manage conflicts of interest and, if applicable, the role of the remuneration committee or other committees involved and disclosure

This Policy was prepared by the Remuneration Committee, with the advice of the Corporate Governance, Evaluation and Nominating Committee and the support of an external consultant with an international reputation in these areas.

The Remuneration Committee is composed of three members, the majority of whom are independent members vis-à-vis CTT's management bodies.

In turn, the Corporate Governance, Evaluation and Nominating Committee (an internal committee of the Board of Directors composed exclusively of Non-Executive Directors, the majority of whom are independent) has consultative powers in matters of performance evaluation and remuneration, providing support to the Remuneration Committee in setting remuneration.

The attribution of such advisory powers is in line with the best practices (namely in the financial sector) in the sense that the body defining remuneration should be supported by a committee within the Board of Directors, which contributes with its independence, knowledge and experience to the definition of a remuneration policy adjusted to the specificities of the sector and of the Company, in particular with detailed knowledge of its strategic and risk profile.

In addition, in defining this Policy, the Remuneration Committee has taken into account the best market practices, including the recommendations of the Governance Code of the Portuguese Institute of Corporate Governance revised in 2023, in compliance with the recommendations VI.2.1. to VI.2.11..

In preparing this Remuneration Policy, the Remuneration Committee analysed and considered the policy approved in 2021, as well as the reports provided for in article 26-G of the Portuguese Securities Code. It should be noted that (i) the policy was approved at the general meeting by a majority of the votes cast, with 99.94% in favour and 0.06% against (52% of CTT's share capital being present or represented at the meeting) and (ii) no opinions were expressed by the Company's shareholders regarding the minutes in that context.

This Policy and the Plan are submitted to the General Shareholders Meeting for approval, under the terms and for the purposes of articles 26-A *et seq.* of the Portuguese Securities Code, as well as the authorisation of the General Shareholders' Meeting to the Board of Directors in relation to the acquisition of own shares by the Company to allow for the execution of the Plan.

The setting of remuneration and the regulation and application of this Policy are the responsibility of the Remuneration Committee, under the terms of Article 9 of the Company's articles of association and in compliance with the terms of this Policy and the Plan.

Also under the terms of the Company's Articles of Association, the Remuneration Committee is responsible for reviewing and approving changes to this Policy, submitting such changes for the approval of the General Shareholders Meeting.

This Policy and any regulations thereunder that may be approved by the Remuneration Committee, in compliance with the terms of this Policy and the Plan, are fixed for the term 2023/2025, subject to the following:

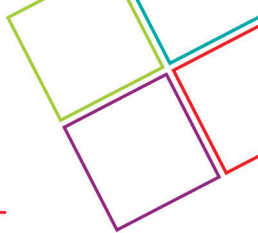
- Following its election at the General Shareholders Meeting of 20 April 2023, the Remuneration Committee resolved to apply the abovementioned ABR to the members of the management and supervisory bodies with effect from 1 May 2023 and in accordance with the remuneration policy in force at the time;
- The award of annual variable remuneration in relation to performance in the 2023 financial year is subject to the remuneration policy in force in the 2020/2022 term of office, in terms of eligibility, financial and non-financial targets and their respective weight;
- The calculation and payment of the annual variable remuneration in respect of performance in the 2023 financial year, to be made after the Annual General Meeting approving this Remuneration Policy, are subject to the terms of the latter;
- The review and possible amendment of this Policy taking into account, in particular, relevant changes to the nature and complexity and scope of CTT's activity, structure and/or size (including the evolution of its risk profile and long-term strategic objectives), as well as relevant regulatory and tax developments in these areas (including possible amendments for the purposes of compliance with mandatory legal or regulatory requirements), by the Remuneration Committee (without prejudice to the powers of the General Shareholders Meeting in this regard);
- The provisions applicable to the LTVR under the attached Plan, in particular under paragraphs 3, 11 and 15 thereof.

This Policy will be subject to review in the last year of the current term of office (2025) for the purpose of its possible amendment with effect on the following term of office, without prejudice to what may be approved on that date and to the provisions of Article 26-F of the Portuguese Securities Code. Within the scope of this review, the Remuneration Committee shall consider the impact of the remuneration policy on the Company's ability to fulfil its objectives and sustainable growth in a long-term perspective, seeking to align the interests of all the Company's stakeholders and avoid conflicts of interest.

This Remuneration Policy shall be disclosed on CTT's website, after the respective approval by the General Shareholders Meeting (containing reference to the voting results and respective approval date) and shall remain available to the public, free of charge, at least while it is in force.

Lisbon, 15 March 2024

For the Remuneration Committee,



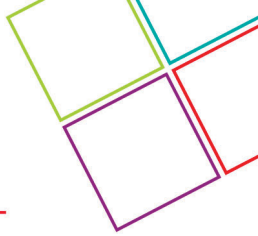
STOCK OPTIONS PLAN

1. Object

- 1.1. This plan establishes the general terms and conditions applicable to the granting of call option rights over the shares of the company CTT – Correios de Portugal, S.A. (the “**Company**” or “**CTT**”) to the executive members of the Board of Directors of the Company (the “**Stock Options Plan**” or the “**Plan**”), with such Options corresponding to the long-term variable remuneration (the “**LTVR**”) of such Executive Directors under the terms of the remuneration policy approved by the Shareholders’ General Meeting of CTT (“**Remuneration Policy**”) and the regulation on the remuneration of members of the corporate bodies of the Company (the “**Regulation**”) approved by the Remuneration Committee of CTT (“**Remuneration Committee**”) in order to implement such Remuneration Policy.
- 1.2. The Plan is a part of the Remuneration Policy and of the Regulation and is subject to the same principles underpinning the Regulation.

2. Definitions

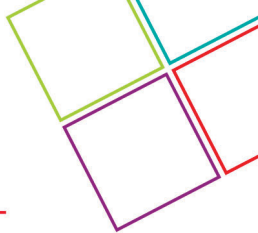
- 2.1. The following expressions and acronyms, when used with an initial capital letter, have the following meanings:
- i) Adjustment Mechanisms: the mechanisms of (a) reduction of LTVR, the allocation and/or payment of which do not yet constitute an acquired right (*malus*) and (b) reversal by means of retention and/or return of LTVR, the payment of which is already an acquired right (*claw-back*), the latter being a supplementary mechanism in case reduction is insufficient, to which the LTRV is subject in whole or in part in the following situations:
 - a. The Participant, in the exercise of his/her duties, directly and decisively participated in, or was responsible for, any action that resulted in significant losses to CTT;
 - b. Serious or fraudulent breach of the code of conduct or internal rules of CTT by the Participant with significant negative impact on CTT, or situations justifying a fair cause of dismissal of the Participant; and/or
 - c. False statements and/or material errors or omissions in the financial statements of CTT to which an objective action of the Participant has contributed decisively.
 - ii) Annual Assessment Meeting – the annual meeting of the Remuneration Committee convened to discuss and resolve on the allocation and settlement of the LTVR and the application of any Adjustment Mechanisms to the LTVR, as applicable;
 - iii) Cash Payment Date – the date when the cash amount corresponding to the Options that are subject to net cash settlement, pursuant to section 4.4.1 below, shall be paid to the Participants, as set out in section 9.1 below;



- iv) Exercise Date – the date when the Options shall be deemed to have been automatically exercised, pursuant to section 4.2 of this Plan;
- v) Options – the rights to award Shares of the Company granted to the Participants as LTVR pursuant to the Remuneration Policy, the Regulation and this Plan;
- vi) Participants – the executive members of the Board of Directors of the Company;
- vii) Plan – the current Stock Options Plan, pursuant to which the Participants are granted the right to receive Shares in the Company;
- viii) Retained Shares – the Shares corresponding to the Options exercised and subject to retention by the Company for the duration of the Retention Period after the Exercise Date, as set out in section 9 of this Plan;
- ix) Retention Period – the period during which the Shares corresponding to the Options exercised hereunder will be held by the Company, corresponding to the period between (and including in both cases) the Exercise Date and, for each tranche of Retained Shares, the following dates (each a "**Release Date**"):
 - a. the fifth trading date (*dia de negociação*) immediately after the following dates: (i) the end of the month following the date of adoption of the 2026 accounts by the Annual General Meeting of the Company of 2027 or (ii) 31 May 2027 ("**First Release Date**"), with the shares released on this date being the "**First Released Shares**"; and
 - b. the fifth trading date (*dia de negociação*) immediately after the following dates: (i) the end of the month following the date of adoption of the 2027 accounts by the Annual General Meeting of the Company of 2028; or (ii) 31 May 2028 ("**Second Release Date**"), with the shares released on this date being the "**Second Released Shares**";
- x) Share Price – has the meaning set out in section 4.3 of this Plan;
- xi) Shares – the shares representing the Company's share capital held by the Company at each moment (as a result of the acquisition of own shares);
- xii) Strike Price – the notional amount per share set out as a reference price for each Option, as defined in section 3.4 of this Plan;
- xiii) Vesting Date – the date on which the Options shall be deemed to have been granted to the Participant, pursuant to section 3.6 below.

3. Granting of Options

- 3.1. The Options granted to the Participants pursuant the Plan consist of rights to award Shares.
- 3.2. Subject to the detailed rules applicable to the exercise of the Options set out in section 4 below, each Option is deemed to grant the right to acquire one Share of the Company, regardless of whether the Options are subject to net share settlement or net cash settlement.
- 3.3. The granting and exercise of the Options under the Plan shall not affect or alter the relationship between the Participants and the Company, which will remain subject to the relevant applicable legal, statutory and contractual rules.



3.4. Each Participant will be entitled to receive the following three different tranches of Options, each tranche subject to a different Strike Price:

Tranche	Number of Options per Participant			Strike Price
	CEO	CFO	CCO	
1	1,166.667	833,334	833,334	EUR 4.00
2	1,166.667	833,333	833,333	EUR 6.00
3	1,166.666	833,333	833,333	EUR 8.00

3.5. All the tranches of Options identified in section 3.4 above shall comprise one single tranche for the purposes of their exercise; the respective Strike Price is provided for the purposes of calculating separately the Shares to be attributed as a result of the exercise of the Options.

3.6. All the tranches of Options identified in section 3.4 above are deemed to have been granted to the Participants on the date of the approval of the Plan by the Shareholders' General Meeting (the "**Vesting Date**").

3.7. In the case of an incoming Executive Director (co-opted or appointed during the ongoing term), the Executive Director will be entitled the Options granted under the Plan, based on the time spent of the whole term.

4. Exercise of the Options

4.1. Upon exercise, the Options granted hereunder shall give the right to receive Shares by means of both a net cash settlement and a net share settlement, calculated pursuant to the terms set out in section 4.3 below.

4.2. All Options will be automatically exercised on 1 January 2026 (the "**Exercise Date**") and under no circumstances will the Options be exercisable prior to the Exercise Date.

4.3. The number of Shares to be settled for each tranche of Options shall be calculated (rounded off to the nearest lower whole number) in accordance with the following formula:

$$\text{No. of Shares} = \text{No. of Stock Options exercised} \times [(\text{Share Price} - \text{Strike Price}) / \text{Share Price}]$$

Where:

Strike Price – corresponds to the Strike Price set out in section 3.4 above; and

Share Price – corresponds to the arithmetic average of the prices, weighted by the respective volume of trading, of the transactions over the Company shares occurred on the regulated market Euronext Lisbon, during the stock market sessions that took place during the 120 days prior to the Exercise Date.

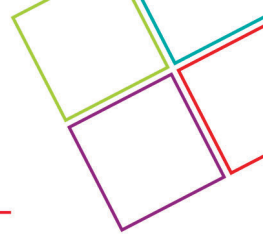
4.4. Each Participant will be entitled to:

4.4.1. In respect of 25% of the Options (prorated to each tranche of Options set out in section 3.4 above), each Participant will be entitled to the cash amount corresponding to the value of the Shares resulting from the calculation made under section 4.3 above (net cash settlement);

- 4.4.2.** In respect of 25% of the Options (prorated to each tranche of Options set out in section 3.4 above), each Participant will be entitled to the corresponding number of Shares resulting from the sum of the net share settlement, and full title and rights over the relevant number of Shares will be transferred to each Participant in accordance with section 9.2. below;
- 4.4.3.** In respect of the remaining 50% of the Options (also prorated to each tranche of Options set out in section 3.4 above), and subject to the application of the Retention Period, each Participant will be entitled to the corresponding number of Shares resulting from the sum of the net share settlement applied for each tranche pursuant to the calculation made under section 4.3 above (net share settlement).
- 4.4.4.** The Participant shall also be entitled to the amount in cash equivalent to the value of the dividend that the Shares Retained by the Company would generate if they were in the ownership and possession of the Participant during the Retention Period, even if this does not occur during this period and until the Shares are transferred to the Participant in accordance with point 9 below. Payment of this amount in cash shall become due and shall be made in respect of the tranche of Shares Retained, on the Release Date of the respective tranche of Shares.
- 4.5.** Prior to the Exercise Date and to the extent permitted by the applicable laws, the Company shall guarantee that it possesses the number of treasury shares deemed necessary for the granting of Shares set out in this Plan. In case the Company does not hold the number of Shares required to meet the granting of Shares, the Company must, as soon as possible and in accordance with the applicable legal provisions, acquire them in advance in the stock exchange in order to implement the respective granting of Shares to the Participants.
- 4.6.** Whenever the number of Company's treasury shares is not sufficient for the purposes above, the Remuneration Committee shall establish a compensation mechanism, consisting of the attribution of the cash amount corresponding to the amount of the Options that the Participants could not exercise by means of a net share settlement, and that is thus replaced with a net cash settlement.

5. Amendments to the Share Price and the Strike Price

- 5.1.** According to good governance practices, no amendments to the Share Price or the Strike Price shall be approved by the Remuneration Committee during the term of this Plan other than in the cases described in the sections below.
- 5.2.** To preserve the economic value of the Options, amendments may be made to the Share Price or the Strike Price upon the occurrence of any financial transactions carried out by the Company during the term of this Plan which are likely to significantly affect the value of the Shares. Such changes shall solely be authorized or made in order to neutralize the effects of the abovementioned financial transactions in the value of the Options. Any such amendments require a prior resolution of the Remuneration Committee, which must duly justify the resolution passed and that for these purposes, whenever the complexity of the transactions so justifies, may request the opinion of a reputable external entity with knowledge in financial matters.
- 5.3.** Examples of financial transactions referred to above are reduction and increase in capital, stock splits, distribution of shareholders remuneration, issuance of warrants or other right to acquire assets of the Company or its subsidiaries, mergers and other corporate restructurings, etc.



5.4. It is further determined that whenever dividends are paid or assets are distributed to the shareholders, the Share Price and Strike Price will be adjusted as follows, in which case no prior resolution of the Remuneration Committee will be required:

5.4.1. The Strike Price shall be adjusted in accordance with the following formula:

$$\text{Adjusted Strike Price} = \text{previous Strike Price} - \text{shareholder remuneration per share of the Company} \times (1 - \% \text{ treasury shares of the Company})$$

5.4.2. Should the distribution to shareholders take place during the period considered for the purposes of the calculation of the Share Price under section 4.3 above, said calculation must be adjusted, so that only on the daily average measured prices corresponding to the days within the 90 days prior to the Exercise Date and cumulatively prior to the ex-dividend date a deduction is made in order to emulate the impact of the value of the shareholder remuneration that is effectively distributed. For these purposes, the price of the shares in such days will be deducted of an amount corresponding to (i) the value of the individual shareholder remuneration per Share minus (ii) the shareholder remuneration that was not paid as it corresponds to the Company's treasury shares.

5.5. The adjustments set out in sections 5.2 and 5.3 shall also apply, *mutatis mutandis*, to Retained Shares, with the aim to neutralize the economic impact of any such financial transaction.

6. Transfer of the Options

6.1. The Options are not subject to transfer by any form, even between Participants.

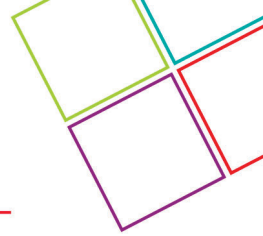
6.2. In the event of a Participant's death, the Options already granted will be exercised on the Exercise Date by whoever legally succeeds the Participant.

6.3. The Participants may not enter into agreements or other instruments, either with the Company or with third parties, which have the effect of mitigating the risk inherent in the variability of the LTVR.

7. Conditions on Eligibility and the Exercise of the Options

7.1. The granting and exercise of the Options is subject to the eligibility conditions applicable to the LTVR under the Remuneration Policy as follows: (a) no Adjustment Mechanisms being triggered from the Granting Date until the Annual Assessment Meeting occurring after the Exercise Date and prior to the settlement date referred in sections 9.1 and 9.2 below; and (b) the Participant not ceasing to be an Executive Director of the Company during the term of office for which he/she has been appointed, except in the situations set out in section 8(a) below (in which case the provisions set out in such section shall apply).

7.2. The rights granted under the Options are subject to the attainment of performance goals or targets by the Company, as (a) the granting of Shares upon the Exercise Date is conditional on the evolution of the market price of the Shares (to the extent that the number of Shares to be settled for each tranche of Options shall be calculated pursuant to the terms set out in section 4.3 above) and (b) the granting of the net cash settlement and of the Shares on the Exercise Date and the respective payment/delivery and release on the Release Date are subject to a positive performance of the company from the Granting Date to the Exercise Date and during the Retention Period as set out in section 9 below.



8. Cancellation of the Options

The Options shall be cancelled, whether the Exercise Date has been reached or not, in the following circumstances:

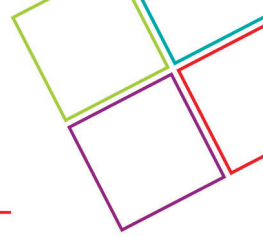
- (a) The Participant ceasing to be an Executive Director of the Company during the term of office for which he/she has been appointed, except in situations of mutually agreed termination, retirement, death, invalidity or in any other case of early termination of the term of office, for a reason not imputable to the member of the Executive Committee (in particular change of control) (e.g. following takeover bids or other events beyond the control of the member of the Executive Committee), cases in which the Remuneration Committee will apply a *pro rata* cancellation of the stock options granted under the Plan (based on the time spent of the whole term).
- (b) A breach by the Participant of any material provision of the terms and conditions of this Plan and/or the Participant triggering any Adjustment Mechanism, as decided by the Remuneration Committee on its Annual Assessment Meeting, after hearing the Company's Corporate Governance, Evaluation and Nominating Committee.

9. Cash Payment and Retention and Transfer of the Shares

- 9.1. The payment of the cash amount corresponding to the Options subject to net cash settlement shall be made to the Participants on the fifth trading day (*dia de negociação*) immediately after the date of adoption of the 2025 accounts by the Annual General Shareholders' Meeting of the Company to be held in 2026 (the "**Cash Payment Date**"), subject to the positive performance of the Company in each of the financial years 2023, 2024 and 2025 and to the terms set out in section 9.7 below.
- 9.2. Title and all rights over the Shares corresponding to 25% of the Options exercised under the Plan shall be transferred to each Participant, subject to the positive performance of the Company in each of the financial years 2023, 2024 and 2025 and to the terms set out in section 9.7 below, on the fifth trading day (*dia de negociação*) immediately after the date of adoption of the 2025 accounts by the Annual General Shareholders' Meeting of the Company to be held in 2026, who will be entitled to freely trade them thereafter.
- 9.3. Title and all rights over the Shares corresponding to 50% of the Options exercised under the Plan shall be retained by the Company during the Retention Period and will be deemed Retained Shares, and be subject to the terms set out in sections 9.6 and 9.7 below.
- 9.4. The Retained Shares will be divided in two tranches based on their respective Retention Period, and the release of the Shares granted is subject to the positive performance of the company as set out in section 9.6 below, as decided by the Remuneration Committee on its Annual Assessment Meeting, after hearing the Company's Corporate Governance, Evaluation and Nominating Committee, as follows:

Tranche	Amount of Shares	End of Retention Period
First Released Shares	1/2 of the Retained Shares	First Release Date
Second Released Shares	1/2 of the Retained Shares	Second Release Date

- 9.5. During the Retention Period, no Retained Shares may be acquired or registered in the name or on behalf of the Participants and the Participants will not be able to conclude contracts of disposal or pledge of the Retained Shares, nor, in any way, make use of them.



- 9.6.** Subject to section 9.7 below, once the relevant Retention Period for each tranche of Retained Shares elapses, full title and rights over the relevant number of Shares will be transferred to each Participant - who will be entitled to freely trade them thereafter - , subject to the positive performance of the Company in each of the financial years in the periods from 2023 to 2026 and from 2023 to 2027, corresponding, respectively, to the First and Second Release Dates.
- 9.7.** In addition, the payment of the net cash settlement shall not be due by the Company to the Participant or shall be returned by the Participant to the Company (as applicable in the situation referred in (b)), and the Retained Shares shall not be released to the Participants or shall be returned by the Participant to the Company (as applicable in the situation referred in (b)) in case any of the following circumstances occur:
- (a) The Participant ceasing to be an Executive Director of the Company during the term of office for which he/she has been appointed, except in situations set out in section 8 (a) above (in which case the provisions set out in such section shall apply);
 - (b) A breach by the Participant of any material provision of the terms and conditions of this Plan and/or the Participant triggering any Adjustment Mechanism, as decided by the Remuneration Committee on its Annual Assessment Meetings occurring after the Exercise Date and during the Retention Period (in any case before the payment/delivery of the LTVR and the First and Second Release Dates as per this point 9), after hearing the Company's Corporate Governance, Evaluation and Nominating Committee.
- 9.8.** In the event of the Participant's death during the Retention Period, the Retained Shares shall be delivered to whoever legally succeeds the Participant at the end of the relevant Retention Period, pursuant to section 9.4 above.
- 9.9.** The payment of the amount referred to in paragraph 4.4.4 above is subject to the conditions of eligibility and exercise of the Options, the Adjustment Mechanisms and the transfer of the respective tranche of Shares to the Participant, under the terms of points 7 to 9 of this Options Plan.

10. Abuse of Inside Information

- 10.1.** Participants should comply with the rules established in Article 378 of the Portuguese Securities Code, as well as in EC Regulation 596/2014, of the European Parliament and of the Council of 16 April 2014 on market abuse. Therefore, it is expressly prohibited for the Participants to use inside information they may have access by any means, in particular but without limitation due to their roles as member of the Executive Committee of the Company or any other entity of CTT Group, and derive, directly or indirectly, an advantage or profits from the information in question.
- 10.2.** It is also expressly forbidden for the Participants to disclose inside information to any other person, except where the disclosure is made in the normal exercise of an employment, a profession or duties, or under any other circumstance that is admissible by law.
- 10.3.** For the purposes of this Article, inside information shall comprise the information of a precise nature, which has not been made public, relating, directly or indirectly, to the Company and other entities of CTT Group, and which, if it were made public, would be likely to have a significant effect on the prices of the shares of the Company, under the terms of EC Regulation 596/2014, of the European Parliament and of the Council of 16 April 2014 on market abuse.

11. Adherence to the Plan

- 11.1. For the purposes of adhering to the Plan, each Participant will have to serve a written notice to the Company stating the following:

“The undersigned hereby adheres as a Participant to the Stock Options Plan of CTT – Correios de Portugal, S.A. (the Company) that is comprised in the Plan, the Remuneration Policy and the Regulation on Remuneration of the Corporate Bodies of the Company for the term 2023-2026. The undersigned represents to fully acknowledge, understand and agree to the terms and conditions of the Plan, the Remuneration Policy and the Regulation, the LTVR (as defined therein) and the Stock Options Plan.”

- 11.2. The participation in the Plan entails the automatic and unconditional acceptance of the Plan from the Participant.

12. Costs and Expenses

All costs and expenses arising from the exercise of the Stock Options and/or Retained Shares, notably those related to the deposit and custody of the shares and its transfer, as well as any taxes and levies resulting from therein to the Participants shall be borne by the latter.

13. Withholding taxation

The Company will have the right to deduct or cause to be deducted in connection with this Plan any taxes required by law to be withheld and to require from the Participants any payments required to satisfy applicable withholding obligations.

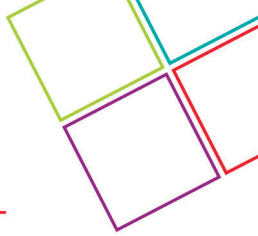
14. Miscellaneous

- 14.1. The benefits potentially arising from this Plan for the Participants shall not be considered as remuneration for labor purposes (*retribuição*) and shall not be taken into consideration for the purposes of retirement pension, supplement retirement or other benefits directly or indirectly related with the remuneration of the Participants.
- 14.2. The Remuneration Committee will be responsible for overseeing the implementation of the Plan, without prejudice to the possibility of the operational tasks related to such implementation being carried out by the staff of the Company.
- 14.3. The Company may delegate to third parties, notably financial intermediaries, the practice of acts related to the management of this Plan.
- 14.4. The granting of Options and Shares to Participants under the terms of the Plan as well as the disclosure thereof to the relevant addressees do not constitute a public offering of securities or any activity related thereto.

15. Term

- 15.1. The present Plan shall remain in full force and effect until either the Remuneration Committee decides to terminate or replace the Plan (without prejudice to the rights acquired under it) or all obligations arising from the Plan are fully discharged in compliance therewith.

- 15.2.** Once the Options under this Plan have been granted, and without prejudice to the adjustments to the Options set out in section 5, the Plan may not be terminated, modified or suspended without the explicit written consent of all the Participants.



6

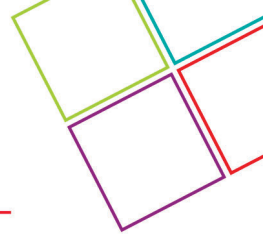
ITEM 6 OF THE AGENDA

To resolve on the granting of authorisation to the Board of Directors for the acquisition and disposal of own shares by the Company and its subsidiaries

Under this item, the following proposal presented by the Board of Directors of the Company is hereby submitted to the Annual General Meeting for resolution:

“Whereas:

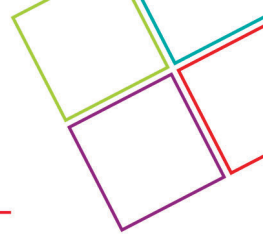
- I. Under article 5(1) of the Articles of Association of CTT – Correios de Portugal, S.A. (the “Company” or “CTT”), the Company may carry out all legally admissible transactions over any of its own securities;
- II. Under articles 319 and 320 of the Portuguese Commercial Companies Code (PCCC), the acquisition and disposal of own shares usually require, General Meeting’s approval;
- III. The remuneration policy and the plan for granting CTT’s Executive Directors options on shares representing the CTT’s share capital approved at the General Meeting of 21 April 2021 and in the event of approval of the CTT Remuneration Committee’s proposal for a remuneration policy and a plan for granting CTT’s Executive Directors options on shares representing CTT’s share capital (“Plan”) (pursuant to item 5 of the Agenda of the Annual General Meeting of 23 April 2024), and also the long-term incentive programme – options plan for executive directors and managers of subsidiary companies (hereinafter “directors”) – may result in the obligation for the Company to deliver shares representing its share capital to said participants in the Plans, as long-term variable remuneration in the case of Executive Directors and long-term incentives in the case of Directors. Also, Regulation (EU) No 596/2014 of the European Parliament and of the Council of 16 April 2014 and Commission Delegated Regulation (EU) 2016/1052 of 8 March 2016 establish an exemption from the general market abuse regime applicable for certain share buyback programmes, in particular, those at fulfilling obligations arising from stock options programs for employees or members of the management bodies;
- IV. It is also convenient that the Company may use, in general terms, the possibilities inherent to operations of acquisition and disposal of own shares, and the same interest exists in relation to current and/or future subsidiary companies (“Subsidiary Companies”), aiming at carrying out any acts necessary or convenient to the pursuit of the Company’s interests; and
- V. In the scope of the approval and implementation of such operations as results from point III above, it is appropriate and/or necessary to further safeguard compliance with: (1) the rules and best practices applicable to share buyback programmes, (in case of transactions executed within or outside the scope of such programmes, namely with objectives other than those set out thereto), considering, in general, the provisions of Article 5 of Regulation (EU) no. 596/2014 of the European Parliament and of the Council of 16 April 2014 and of the Commission Delegated Regulation (EU) 2016/1052, of 8 March 2016 and in particular the objectives of such programmes provided for



therein (including, inter alia, the reduction of the issuer's share capital and compliance with stock option programmes for employees or members of the board of directors); (2) the rules applicable to the acquisition and disposal of own shares (namely the rules referred to in the preceding Recitals); (3) other corporate and regulatory rules applicable to the Company.

The Board of Directors proposes the Company's General Meeting to pass a resolution:

1. Authorising the acquisition of own shares by the Company or any Subsidiaries of own shares, already issued or to be issued, in any of their forms, including rights to the purchase or allocation thereof, subject to a decision by the acquirer's managing body, under the following terms:
 - (a) **Maximum number of shares to be acquired:** up to the limit of holding corresponding to 10% (ten per cent) of the Company's share capital, minus the disposals carried out at any given time, notwithstanding the exceptions set out in article 317(3) of the Portuguese Commercial Companies Code ("PCCC") and the number of shares required to comply with the acquirer's obligations by law, contract or terms of issuance of securities or other instruments, and subject, if applicable, to a subsequent transfer, as provided by law, of shares that exceed such limit;
 - (b) **Period in which the transaction can be carried out:** within 18 (eighteen) months, as of the date of this resolution;
 - (c) **Forms of acquisition:** subject to the mandatory conditions, terms and limits established by law (including, to the extent applicable, the framework referred to in Recitals III and V above):
 - (i) the voluntary acquisition of shares or rights of acquisition or allocation of shares may be carried out for consideration, for any legally permitted purpose and in any form, in a regulated market or outside of a regulated market, through private negotiation (namely via a swap) or through an offer to the public, in compliance with the legally established principle of equality of Shareholders, namely through transactions carried out with entities appointed by the management body of the acquirer (according to criteria in which the possible quality of Shareholder is not a relevant factor, including, namely financial institutions with which the Company or any Subsidiaries has entered or may enter into equity swap agreements or other similar financial instruments); or
 - (ii) the acquisition, by any means, to enable, or as a consequence of, compliance with an obligation arising from law or contract (including, namely, the contractual undertaking to implement the Plan or any other share or options allocation plan of the Company or a Subsidiary), or conversion or exchange of securities or other convertible or exchangeable instruments, issued by the Company or Subsidiaries, in accordance with the respective issuance terms or agreements executed in connection with the abovementioned conversion or exchange;
 - (d) **Minimum and maximum considerations for the acquisitions:** the price of acquisition for consideration: (i) shall fall within a range of 10% (ten per cent), below and above, the share prices of the Company's shares on the regulated market Euronext Lisbon, at the close of the market session immediately prior to the acquisition date or date on which the share acquisition or allocation right is granted; or (ii) shall correspond to the acquisition price determined by law, an agreement or the Company's or Subsidiaries' terms of issuance of securities or other instruments convertible to or exchangeable with shares (including, namely, the price resulting from traded financial instruments or an agreement entered into concerning said issuance, conversion or swap);



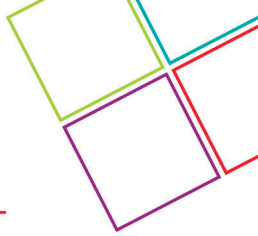
- (e) **Moment of acquisition:** to be freely determined by the management body of the acquiring company, considering market conditions and the convenience or the obligations of the acquiring company, the Company or Subsidiaries, and to be carried out one or more times and in the proportions defined by said management body.
2. Authorising the disposal of own shares by the Company or any Subsidiaries, subject to a decision by the disposing company's management body, and subject to the following terms:
- (a) **Minimum number of shares to be disposed:** the amount sufficient for compliance with an undertaking, arising, namely, by law, agreement or a resolution approving the issuance of securities;
- (b) **Period in which the disposal can be carried out:** within 18 (eighteen) months, as of the date of this resolution;
- (c) **Form of disposal:** subject to mandatory conditions, terms and limits established by law (including, to the extent applicable, the framework referred to in Recitals III and V above): (i) the voluntary disposal of shares carried out for consideration, for any legally permitted purpose and in any form, namely through a sale or swap, through a private negotiation or through an offer to the public, in compliance with the legally established principle of equality of Shareholders, in a regulated market or outside a regulated market, to entities appointed by the management body of the disposing company (according to criteria in which the possible quality of Shareholder is not a relevant factor, including, namely, the financial institution with which the Company or any Subsidiary has entered into equity swap agreements or other similar financial instruments); or (ii) the transfer, in any form, resolved within, or in connection with, the proposal of allocation of profits or distribution of reserves in kind; or (iii) the disposal, in any form, to enable, or as a consequence of, compliance with an obligation arising from law, contract or issuance of securities or other instruments by the Company or Subsidiary (including, namely, agreements related to said issuance or the contractual undertaking to implement the Plan or any other share or options allocation plan of the Company or a Subsidiary);
- (d) **Minimum price:** (i) consideration of no more than 10% (ten per cent) below the share prices for the Company's shares on the regulated market Euronext Lisbon, at the close of the market session immediately prior to the date of disposal, or (ii) the price which is determined by law, an agreement or the terms and conditions of the sale offer to the public of the Company's shares, launched by the latter or by its Shareholders, or of the issuance of securities by the Company or a Subsidiary (including, namely, the issuance of securities or other convertible or exchangeable instruments, an agreement entered into concerning such issuance, conversion or swap or the contractual undertaking to implement the Company's or Subsidiaries' share or option allocation plan);
- (e) **Moment of disposal:** to be freely determined by the management body of the disposing company, considering any undertakings and, whenever possible, market conditions and the convenience or obligations of the disposing company, the Company or another Subsidiary, and to be carried out one or more times and in the proportions defined by said management body.
3. To approve that the Company's Board of Directors be informed, in a non-binding manner and notwithstanding its discretion to act within the framework set by the abovementioned authorisations, of the following recommendations for the acquisition and disposal of own shares, to be taken in consideration by the Board of Directors in light of the circumstances deemed relevant and without prejudice to the compliance with the applicable legal provisions (namely, to the extent applicable,

the framework referred to in Recitals III and V above and the exemption regime provided for in Regulation (EU) no. 596/2014, of the European Parliament and of the Council, of 16 April 2014, and in Delegated Regulation (EU) no. 2016/1052, of the Commission, of 8 March 2016), the following practices (advisable or necessary for the purposes of benefiting from said exemption, to the extent applicable) regarding the possible acquisition and disposal of own shares:

- (a) Public disclosure, before commencing said transactions, of the contents of the abovementioned authorisations;
 - (b) Maintenance of a registry for each transaction undertaken pursuant to the abovementioned authorisations and its disclosure to the public and/or to the competent authority under the applicable legal and regulatory terms;
 - (c) Execution of the transactions in a timing, form and volume that does not interfere with the regular functioning of the market, namely avoiding their execution during sensitive times of trading (in particular, during the opening and closing of the session and during the auction phase), at times of market disruption and/or at times close to the disclosure of inside information and/or in periods of deferral of its public disclosure or in closed periods (without prejudice of the regime applicable to time scheduled programmes);
 - (d) Execution of the acquisitions for a price not exceeding the highest between the price of the last independent transaction and the price of the current independent bid of highest amount at the time of the acquisition in the trading venue on which the acquisition is carried out; and
 - (e) Limitation of the acquisitions on any trading day to 25% of the daily average trading volume in the trading venue on which the acquisition is carried out.
4. Where necessary for the purposes of compliance with the applicable legislation, in particular Regulation (EU) No 596/2014 of the European Parliament and of the Council of 16 April 2014 and Commission Delegated Regulation (EU) No 2016/1052 of 8 March 2016, and/or the determinations of the competent supervisory authority, to authorise the Board of Directors (which may delegate such powers to the Executive Committee) to conform and set the exact terms and conditions of the buy-back program within the framework referred to in Recital III and, in general, to perform all acts necessary or convenient for its full implementation and execution, in all cases under the terms and conditions of this proposed resolution.

Lisbon, 19 March 2024

For the Board of Directors,
(Illegible signatures)



ITEM 7 OF THE AGENDA

To deliberate on the reduction of the share capital by up to 3,825,000.00 EUR for the purpose of releasing excess capital, by means of the cancellation of up to 7,650,000 shares representing up to 5.3% of the share capital already acquired or to be acquired under the share buyback programme, as well as related reserves, and with the consequent amendment of paragraphs 1 and 2 of Article 4 of the Articles of Association

Under this item, the following Company's Board of Directors proposal is presented for approval to the Annual General Meeting:

“Whereas:

- A) On 21 June 2023, the Board of Directors announced its intention to carry out a share buyback programme in the amount of up to 7,650,000 (seven million, six hundred and fifty thousand) shares representing up to 5.3% of the share capital, with the purpose of reducing the share capital through the cancellation of own shares acquired in the context of the programme as set forth in Regulation (EU) no. 596/2014 of the European Parliament and of the Council of 16 April 2014 regarding market abuse and related regulations;
- B) Such share buyback programme has already been initiated on 26 June 2023 and shall be concluded until 25 June 2024;
- C) Under the terms of article 95 of the Portuguese Commercial Companies Code ("PCCC"), the share capital reduction shall not be resolved if the company's net worth fails to exceed the new capital by at least 20%;
- D) To the extent required, in mandatory terms, by article 463(2)(b) of the Portuguese Commercial Companies Code ("PCCC"), the Company must create a special reserve in an amount equivalent to the par value of any own shares to be cancelled acquired following this resolution and, accordingly, in what regards the shares to be acquired, this requirement shall be complied with.

It is hereby proposed that it is resolved:

- 1) To reduce the share capital by up to 3,825,000.00 EUR (three million, eight hundred and twenty-five thousand euros), corresponding to the cancellation of up to 7,650,000 (seven million six hundred and fifty thousand) own shares already acquired or to be acquired by 25 June 2024 within the scope of the share buyback programme that the Board of Directors announced on 21 June 2023 and which is currently underway, the reduction being intended for the special purpose of implementing the share buyback programme and corresponding release of excess capital;

According with the balance sheet dated 31 December 2023 and approved under item 1 of the agenda, as well as the appropriation of profits approved under item 2 of the agenda, after the implementation of the proposed capital reduction, the company's net worth will exceed the new capital by more than 20%, which is why the requirement set out in article 95 of the Portuguese Commercial Companies Code ("PCCC") is met;

Acquisitions of own shares under the buy-back programme that are to be extinguished pursuant to this resolution shall be carried out under the terms and conditions approved by the Board of Directors using the authorization to purchase Company shares granted by the General Meeting of 20 April 2023 - the renewal of which is the subject of a resolution at this General Meeting - duly communicated to the market, namely with regard to quantities, term, recipients and price;

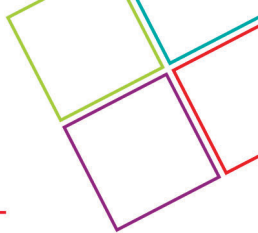
- 2) To approve that the reduction is limited to the amount corresponding to the own shares that until 25 June 2024 have been acquired and cancelled;
- 3) That all other terms and conditions for the implementation of the share buyback and of the corresponding share capital reduction be established by the Board of Directors;
- 4) To approve the constitution, to the extent required, in a mandatory manner, by the article 463(2)(b) of the Portuguese Commercial Companies Code ("PCCC"), of a special reserve equivalent to the par value of the own shares to be cancelled that have been acquired in implementation of this resolution;
- 5) To modify, as a result of the share capital reduction resolved herein and effective as from the date of the same, paragraphs 1 and 2 of article 4 of the Articles of Association, which shall read as follows:

"ARTICLE 4
Share Capital

1. The share capital is sixty-eight million, one hundred and thirty-two thousand and five hundred euros, fully subscribed and paid up.
 2. The share capital is represented by one hundred and thirty-six million, two hundred and sixty-five thousand shares, with the nominal value of fifty cents of Euro each.
 3. (...).
 4. (...)."
- 6) That the implementation of this proposal be subject to the existence of the necessary market conditions and financial and accounting situation;
 - 7) That the wording of paragraphs 1 and 2 of article 4 of the Articles of Association, as now approved, be deemed automatically and proportionally adjusted in the event the capital reduction as actually implemented is lower.

Lisbon, 19 March 2024

For the Board of Directors,
(Illegible signatures)"



CORPORATE BODIES

BOARD OF THE GENERAL MEETING:

Chair:	Teresa Sapiro Anselmo Vaz Ferreira Soares
Vice- Chair:	José Luís Pereira Alves da Silva

BOARD OF DIRECTORS ¹:

Chair	Raul Catarino Galamba de Oliveira
Members	João Afonso Ramalho Sopas Pereira Bento Guy Patrick Guimarães de Goyri Pacheco João Carlos Ventura Sousa Maria Luísa Coutinho Ferreira Leite de Castro Anacoreta Correia Steven Duncan Wood Duarte Palma Leal Champalimaud Jürgen Schröder Margarida Maria Correia de Barros Couto María del Carmen Gil Marín Susanne Ruoff

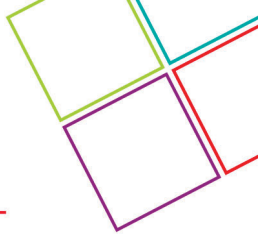
¹ Members elected at the Annual General Meeting held on 20 April 2023.

EXECUTIVE COMMITTEE:

Chair:	João Afonso Ramalho Sopas Pereira Bento
Members:	Guy Patrick Guimarães de Goyri Pacheco João Carlos Ventura Sousa

AUDIT COMMITTEE:

Chair:	Maria Luísa Coutinho Ferreira Leite de Castro Anacoreta Correia
Members:	María del Carmen Gil Marín Jürgen Schröder



REMUNERATION COMMITTEE:

Chair:	Fernando Paulo de Abreu Neves de Almeida
Members:	Manuel Carlos de Melo Champalimaud Christopher James Torino

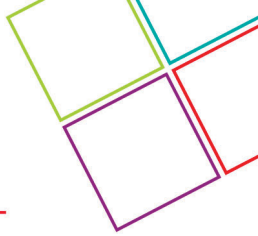
STATUTORY AUDITOR ²:

Effective Auditor:	Statutory	Ernst & Young Audit & Associados – SROC, S.A., with registered office at Avenida da República, n.º 90, 6.º, 1600-206 Lisboa and legal person no. 505 988 283, admitted to the Institute of Statutory Auditors under no. 178 and registered with the Portuguese Securities Market Commission under no. 20161480, represented by Luís Pedro Magalhães Varela Mendes, married, with Citizen Card no. 121506625, tax identification no. 222692439, admitted to the Institute of Statutory Auditors under no. 1841, or by Rui Abel Serra Martins, married, with Citizen Card no. 09133435, tax identification no. 185813054, admitted to the Institute of Statutory Auditors under no. 1119, both with professional address at the abovementioned address.
Alternate Auditor:	Statutory	João Carlos Miguel Alves, with Citizen Card no. 11875563, tax identification no. 201621231, admitted to the Institute of Statutory Auditors under no. 896, with professional address at Avenida da República, n.º 90, 6.º, 1600-206 Lisboa.

² Elected at the Annual General Meeting held on 29 April 2020, for the term of office 2021/2023, with effect from 1 January 2021.

COMPANY SECRETARY:

Effective Secretary:	Company	Maria da Graça Farinha de Carvalho
Alternate Secretary:	Company	Andreia Sofia Martins Silva



**CORPORATE POSITIONS HELD IN OTHER COMPANIES BY
MEMBERS OF THE CORPORATE BODIES**

BOARD OF THE GENERAL MEETING:

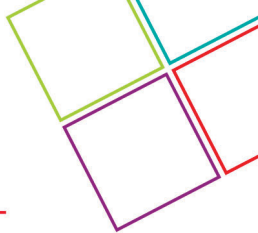
The corporate positions held in other companies by members of this corporate body are as follows:

- **Teresa Sapiro Anselmo Vaz Ferreira Soares** (Chairwoman of the Board of the General Meeting of CTT):
 - *Vice - Chairwoman of the Superior Council of Ordem dos Advogados*
 - *Member of the Supervisory Board of ADSR – Associação do Direito das Sociedades em Revista*
 - *Member of the Corporate Arbitration Committee of APA - Portuguese Arbitration Association*
 - *Chairwoman of the Board of the General Meeting of Fastfiber-Infraestruturas de Comunicação, S.A.*
 - *Member of the Supervisory Board of APA – Associação Portuguesa de Arbitragem*
- **José Luís Pereira Alves da Silva** (Vice-Chairman of the Board of the General Meeting of CTT)
 - *Secretary of Society of PULMOR – Equipamento Médico S.A.*
 - *Secretary of Society of RGV – Investimentos Imobiliários, S.A.*
 - *Secretary of Society of DIGAL, S.A.*
 - *Secretary of Society of DIGAL – Distribuição e Comércio, S.A.*
 - *Secretary of Society of Multigás – Sociedade Comercial e Distribuidora de Gás, S.A.*

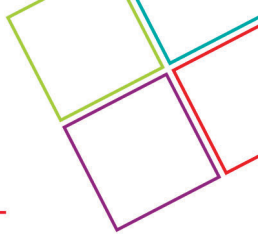
BOARD OF DIRECTORS / EXECUTIVE COMMITTEE / AUDIT COMMITTEE:

The corporate positions held in other companies by the members of these corporate bodies (and respective internal committees) are as follows:

- **Raul Catarino Galamba de Oliveira** (Chairman (non-executive) of the Board of Directors of CTT, as well as Chairman of the Corporate Governance, Evaluation and Nominating Committee and Member of the Ethics Committee):
 - *Chairman of the Selection and Remuneration Committee of Banco CTT, S.A.*
 - *Chairman of the Selection Committee of Payshop (Portugal), S.A.*
 - *Chairman of the Selection Committee of 321 Crédito – Instituição Financeira de Crédito, S.A.*
 - *Member of the Board of Directors of Banco Bilbao Vizcaya Argentaria, S.A.*
 - *Member of the Board of Directors of José de Mello Capital, S.A.*
 - *Member of the Board of Directors of CUF, S.A. (formerly, José de Mello Saúde, S.A.)*
 - *Member of the Board of Trustees of Fundação Alfredo de Sousa*
 - *Chairman of the Board of Directors of Fundação Manuel Violante*
- **João Afonso Ramalho Sopas Pereira Bento** (Executive Member of the Board of Directors of CTT, as well as Chief Executive Officer (CEO)):
 - *Chairman of the Board of Directors of CTT IMO YIELD, SIC Imobiliária Fechada, S.A.*
 - *Chairman of the Board of Directors of CTT IMO – Sociedade Imobiliária, S.A.*
 - *Chairman of the Board of Directors of CTT Soluções Empresariais, S.A.*
 - *Chairman of the Board of Directors of CTT Expresso – Serviços Postais e Logística, S.A.*
 - *Member of the Selection and Remuneration Committee of Banco CTT, S.A.*
 - *Member of the Selection Committee of Payshop (Portugal), S.A.*
 - *Member of the Selection Committee of 321 Crédito – Instituição Financeira de Crédito, S.A.*
 - *Chairman of the Board of the General Meeting of Correio Expresso de Moçambique, S.A. (CORRE)*



- *Manager of the company Método Motriz, Unipessoal, Lda*
 - *Chairman of the Board of Directors of the International Post Corporation (IPC)*
 - *Managing Partner of QPDM Consulting, Lda.*
 - *Member of the Board of Trustees of Fundação Alfredo de Sousa*
 - *Member of the Advisory Council of Reshape (formerly APAC Portugal – Associação de Apoio ao Preso)*
 - *Member of the Board of ICF – Inclusive Community Forum – Nova SBE*
 - *Member of the Strategic Innovation Council of VdA - Vieira de Almeida & Associados, Sociedade de Advogados, RL*
 - *Member of the General Council of Instituto Português de Corporate Governance, in an individual capacity*
 - *Permanent Member of the Advisory Council of AICEP (Agency for Investment and External Trade of Portugal)*
 - *Honorary President of ASECAP (European Association of Operators of Toll Road Infrastructures)*
- **Guy Patrick Guimarães de Goyri Pacheco** (Executive Member of the Board of Directors of CTT (CFO)):
 - *Member of the Board of Directors of Medspring, S.A.*
 - *Member of the Board of Directors of CTT IMO – Sociedade Imobiliária, S.A.*
 - *Member of the Board of Directors of Newspring Services, S.A.*
 - *Member of the Board of Directors of CTT Soluções Empresariais, S.A.*
 - *Non-executive Member of the Board of Directors of Banco CTT, S.A.*
 - *Member of the Board of Directors of CTT Expresso- Serviços Postais e Logística, S.A.*
 - *Member of the Board of Directors of Finerge, S.A.*
 - *Member of the Board of AEM (Portuguese Issuers Association)*
- **João Carlos Ventura Sousa** (Executive Member of the Board of Directors of CTT (CCO))
 - *Member of the Board of Directors of Payshop (Portugal), S.A.*
 - *Chairman of the Board of Directors of CTT Services, S.A.*
 - *Chairman of the Board of Directors of Medspring, S.A.*
 - *Member of the Board of Directors of CTT IMO – Sociedade Imobiliária, S.A.*
 - *Chairman of the Board of Directors of Newspring Services, S.A.*
 - *Member of the Board of Directors of CTT Soluções Empresariais, S.A.*
 - *Chairman of the Board of Directors of CTT Contacto, S.A.*
 - *Member of the Board of Directors of Correio Expresso de Moçambique, S.A. (CORRE)*
 - *Member of the Board of Directors of CTT Expresso - Serviços Postais e Logística, S.A.*
 - *Vice-Chairman of the Board of APOE - Associação Portuguesa de Operadores Expresso*
- **Maria Luísa Coutinho Ferreira Leite de Castro Anacoreta Correia** (Non-executive Member of the Board of Directors of CTT, as well as Chairwoman of the Audit Committee):
 - *Non-executive Member of the Board of Directors of Sierra IG – Gestão de Fundos, SGOIC, S.A.*
 - *Non-executive Member of the Board of Directors and Chairwoman of the Audit Committee of Banco Português de Fomento, S.A*
 - *Chairwoman of the Fiscal Board of Sogrape, SGPS, S.A.*
 - *Non-executive Member of the Board of Directors and Member of the Audit Committee of Impresa, SGPS, S.A.*
 - *Invited Member of the Executive Committee of Comissão de Normalização Contabilística (Commission of Accounting Standards)*
 - *Member of the Scientific Council of Associação Fiscal Portuguesa*
- **Steven Duncan Wood** (Non-executive Member of the Board of Directors of CTT):
 - *Director of the company Leonardo, S.P.A.*
 - *Founder and Managing Member of Builders Institute, Inc.*



- *Managing Member of GreenWood Performance Investors, LLC.*
- *Founder and Managing Member of GreenWood Investors LLC.*
- *Advisory Board Member of Cortland Associates, Inc.*

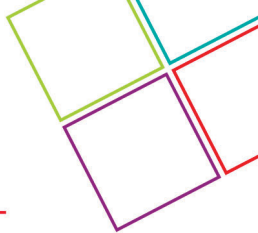
- **Duarte Palma Leal Champalimaud** (Non-executive Member of the Board of Directors of CTT, as well as Member of the Corporate Governance, Evaluation and Nominating Committee):
 - *Chairman of the Board of Directors of Pentapack – Sistema de Embalagem, S.A.*
 - *Manager of Star Swan Unipessoal, Lda.*
 - *Member of the Board of Directors of Manuel Champalimaud, SGPS, S.A.*
 - *Chairman of the Strategy and Investment Committee of Manuel Champalimaud Group*
 - *Chairman of the Board of the General Meeting of APIP – Associação Portuguesa da Indústria de Plásticos*

- **Jürgen Schröder** (Non-executive Member of the Board of Directors of CTT, as well as Member of the Audit Committee):
 - *Director of LPS Hospitality & Investment GmbH (Germany)*
 - *Executive Partner of JS-Rat & Tat GmbH (Germany)*
 - *Director of “Rotary Club Düsseldorf” (Germany)*
 - *Member of the Board of Marketing Club Düsseldorf (Germany)*

- **Margarida Maria Correia de Barros Couto** (Non-executive Member of the Board of Directors of CTT, as well as Chairwoman of the Ethics Committee and Member of the Corporate Governance, Evaluation and Nominating Committee):
 - *Non-executive member of the Board of Directors of Luz Saúde, S.A.*
 - *Chairwoman of GRACE – Empresas Responsáveis – Association (Association of Responsible Business)*
 - *Member of the Board of Directors and Chief Executive Officer (CEO) of Fundação Vasco Vieira de Almeida*
 - *Secretary of the General Assembly of BCSD Portugal – Business Council for Sustainable Development*

- **María del Carmen Gil Marín** (Non-executive Member of the Board of Directors of CTT, as well as Member of the Audit Committee):
 - *Non-executive Member of the Board of Directors and Member of the Audit Committee and the Appointments, Assessment and Remunerations Committee of Caixa Geral de Depósitos, S.A.*
 - *Member of the Board of Directors of Novabase, SGPS, S.A.*
 - *Chairwoman of the Board of Directors of Novabase Capital, Sociedade de Capital de Risco, S.A.*
 - *Member of the Board of Directors of Celfocus -Soluções Informáticas para Telecomunicações, S.A.*
 - *Member of the General Board of AEM (Portuguese Issuers Association)*
 - *Chairwoman of the Board of the General Meeting of Novabase Enterprise Applications - Sistemas de Informação de Gestão Empresarial, S.A.*
 - *Chairwoman of the Board of the General Meeting of GLOBALEDA - Telecomunicações e Sistemas de Informação, S.A.*
 - *Member of the Advisory Committee of FCR ISTART I*

- **Susanne Ruoff** (Non-executive Member of the Board of Directors of CTT, as well as Member of the Corporate Governance, Evaluation and Nominations Committee):
 - *Member of the Board of Directors of Createq, Software Company (Switzerland)*
 - *Member of the Board of Directors and Chairwoman of the Organizing and Remuneration Committee of Eldora AG Organization (Switzerland)*
 - *Chief Executive Officer (CEO) of Ruoff Advisory GmbH (Switzerland)*
 - *Member of Explore-it Foundation*
 - *Member of the Strategic Advisory Board of EPFL - École Polytechnique Fédérale de Lausanne (Switzerland)*



REMUNERATION COMMITTEE:

The corporate positions held in other companies by members of this Committee are as follows:

- **Fernando Paulo de Abreu Neves de Almeida** (Chair of the Remuneration Committee of CTT):
 - *Manager of Neves de Almeida Consultores, Unipessoal, Lda.*
 - *Member of the University Council of Universidade Europeia*
 - *Member of the Remuneration Committee of REN - Redes Energéticas Nacionais, SGPS, S.A.*
 - *Partner of the Lisbon office of Boyden Global Executive Search*

- **Manuel Carlos de Melo Champalimaud** (Member of the Remuneration Committee of CTT):
 - *Vice -Chair of the Brazilian law society Casa da Urca Limitada*
 - *Manager of Sealion Finance, Lda.*
 - *Deputy Manager of Cela – Agro-Pecuária, Lda.*
 - *Chair of the Board of Directors of Manuel Champalimaud SGPS, S.A.*
 - *Deputy Manager of Agrícola São Barão – Unipessoal, Lda.*
 - *Chair of the Nominating and Remunerations Committee of Manuel Champalimaud Group*

- **Christopher James Torino** (Member of Remuneration Committee of CTT):
 - *Does not hold any office in other Companies*

COMPANY SECRETARY:

The corporate positions held in other companies by the Effective Company Secretary and by the Alternate Company Secretary are as follows:

- **Maria da Graça Farinha de Carvalho** (Effective Company Secretary of CTT):
 - *Chair of the Board of the General Meeting of CTT Services, S.A.*
 - *Chair of the Board of the General Meeting of CTT IMO YIELD, SIC Imobiliária Fechada, S.A.*
 - *Chair of the Board of the General Meeting of Open Lockers, S.A.*
 - *Chair of the Board of the General Meeting of CTT IMO – Sociedade Imobiliária, S.A.*
 - *Member of the Selection Committee of Payshop (Portugal), S.A.*
 - *Chair of the Board of the General Meeting of CTT Soluções Empresariais, S.A.*
 - *Effective Company Secretary of CTT Expresso - Serviços Postais e Logística, S.A.*

- **Andreia Sofia Martins Silva** (Alternate Company Secretary of CTT):
 - *Secretary of the Board of the General Meeting of Correio Expresso de Moçambique, S.A. (CORRE)*
 - *Chair of the Board of the General Meeting of Payshop (Portugal), S.A.*
 - *Secretary of the Board of the General Meeting of CTT Soluções Empresariais, S.A.*
 - *Secretary of the Board of the General Meeting of CTT Services, S.A.*
 - *Chair of the Board of the General Meeting of Medpring, S.A..*
 - *Secretary of the Board of the General Meeting of Open Lockers, S.A.*
 - *Secretary of the Board of the General Meeting of CTT IMO – Sociedade Imobiliária, S.A.*
 - *Chair of the Board of the General Meeting of Newspring Services, S.A.*
 - *Chair of the Board of the General Meeting of CTT Contacto, S.A.*
 - *Chair of the Board of the General Meeting of CTT Expresso - Serviços Postais e Logística, S.A.*

SHARES AND VOTING RIGHTS

The share capital of CTT – Correios de Portugal, S.A., in the amount of 71,957,500.00 EUR, is represented by 143,915,000 shares, with an equal number of voting rights.

With reference to 14 March 2024, the date of the most recent interim report on the transactions carried out in the context of the share buyback programme, CTT holds 5,949,960 own shares, corresponding to 4.13% of the share capital, with a nominal value of 0.50 EUR. All inherent rights are suspended pursuant to article 324(1) of the Portuguese Commercial Companies Code ("PCCC"), except for the right to receive new shares in the event of a capital increase by incorporation of reserves.