

**ASSEMBLEIA GERAL ANUAL OF THE NAVIGATOR COMPANY, S.A..**

**27 DE MAIO DE 2022**

Proposal regarding Item 5. of the Order of Business

Considering the resignations presented by José Gonçalo Ferreira Maury and João Rodrigo Appleton Moreira Rato to the functions of, respectively, Chairman and Member of the Remuneration Committee of the Company, it is proposed that , Maria Eduarda Faria e Maia de Oliveira Luna Pais and Carlota Infante da Câmara Albergaria Caldeira be elected for the vacant positions, respectively, as Chairman and Member of the Remuneration Committee of the Company, and to exercise these functions until the end of the current term of office of the remaining holders of the corporate bodies.

Lisbon, 3 May 2022

Shareholder

SEMAPA – SOCIEDADE DE INVESTIMENTO E GESTÃO, SGPS, S.A.



## EDUARDA LUNA PAIS

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Eduarda is currently a Director and the Managing Partner of **ELPing Organizational Fitness** (ELP Win, Limitada), that she founded in 2009 in order to capitalize on her experience as a Manager and Consultant. Her vision of ELPing is to support companies to develop their business through their people, combining technical skills with a profound knowledge of the market.

Eduarda is a teacher in the Non-Executive Directors Program of the Portuguese Institute of Corporate Governance and also a Senior Teaching Fellow at AESE Business School in Lisbon.

Early in her career, as of 1989, she worked at **Johnson & Johnson Group** in the United States and then in Portugal both in Marketing and Sales. She also had the opportunity to create and build the Janssen Farmacêutica's Pharmacy Division and to merge this division with Cilag's. Back to J&J Consumer, she restructured the Sales Department from a field structure to Key Account Management.

After this successful restructuring process, Eduarda decided to expand her career development in a different area, so she became, as of 1999, a Consultant at **Egon Zehnder International**, a Leading Firm in Executive Search, Board Consulting and Leadership Strategy Services. In the last years, Eduarda was Office Leader in Lisbon and was elected Partner in 2009. She was a member of the European Life Sciences Practice Group.

Born in S. Miguel, Azores and with a degree in Medical Technology and an MBA from Northeastern University in Boston, Eduarda attended an Advanced Management Program at AESE Business School in Lisbon as well as the "Women on Boards: Succeeding as a Corporate Director" at Harvard Business School.

Eduarda is a Portuguese native speaker, fluent in English and with a good command of French.

A people's person who strives to add value to organizations through people, she is also a natural networker who gets involved in different initiatives. Energetic and persuasive, is always seeking ways to optimize processes.

She holds 3.700 shares representing the share capital of The Navigator Company, S.A..

May 2022

## Carlota Infante da Câmara Albergaria Caldeira

Nationality: Portuguese

Date of Birth: 23 September 1982



## Resume

Solid experience in **human resource consulting** with focus on executive search project management (national and international market) and assessments. Strong knowledge of the **academic world** with focus on training and liaising with universities. Consolidated commercial experience in both **business development** and **corporate relationship management**.

## Professional Experience

Since Feb. 2021 **St. Thomas School**

**Operations Coordinator** - Responsible for school operations (1300 students) that do not concern teaching.

**Executive Manager** - Providing support to the high school management, was in charge of organizing and placing students in internships in companies and mentoring programs. In charge of school liaising with universities (national and international) and alumni.

Additionally, **Shareholder** at **Alpompé Investimentos Imobiliários, Lda.**, owner of **Quinta das Pintoras**, acting as **general manager** of her own business in the events industry.

Feb. 2017 - 2021 **Independent Consultant** - Undertaking various types of consultancy projects on a freelance basis with the following clients:

- **Nova SBE** (2 months) - Career Forum organisation - Annual event for an encounter of students and companies
- **AGORA SYS** (5 months) - Recruitment in several functions and development of a database of professionals
- **Jason Associates | Argo Talents** (9 months) - Recruitment in various functions and assessments
- **Mercer** (4 months) - Staff assessment project at Jose de Mello Saúde

Jul. 2016– Jan. 2017 **NOVA SBE - Nova School of Business and Economics**  
**Corporate Relations Manager**

Responsible for managing Corporate and Nova SBE relations on matters concerning Recruitment, Strategic Partnerships, Internships, and Executive Education.

- Operational management of the relationship with national and international corporate accounts;
- Management of the daily requests from companies on a range of matters (partnerships, recruitment, advertising, information about internships or Master's theses, etc.);
- Soliciting and accompanying speakers (from companies) for events at Nova SBE (lectures, student clubs, conferences, etc.);
- Project management - Business Forum (job fair) weekly slots for company presentations and other campus dynamics.

Jun. 2014 - Jun.2016 **NOVA SBE Executive Education**  
**Enrolment Advisor and Account Manager**

Responsible for managing sector programme clients and advising students who seek career enrichment through management training.

- In charge of managing the following programmes: Postgraduate Diploma in Management; Managing the Family Business; Managing the Law Firm; Leadership in Healthcare Delivery; Leadership Programme.
- Concerning these programmes, in charge of setting up marketing actions (content, media, timeline, result analysis), counselling of interested parties (telephone and face-to-face interviews), managing enrolments, aligning enrolments at an operational and financial level and monitoring of students;
- Management of promotional events for the programmes;
- Alumni event management.

Apr. 2013 - May 2014                      **Massive Reach**

**Business Development Manager**

Responsible for new business development

- Client relationship and management, including proposal development and presentation, proposal negotiation and research of cross-selling opportunities;
- New business opportunities - identifying new clients for introducing services.

Jan.2006- Apr. 2013                      **Heidrick & Struggles**

**Senior Associate**

- Project Management (Top & Middle Management) in all stages: sales (identifying client's needs and developing commercial proposals); planning and defining the search strategy; Telephone Interviews; Face to Face Interviews; Development of market studies/ Talent Mapping; Report writing and Short List presentation to the client; Control of delivery times; Delivery and follow-up with the client and applicants; Coordination with the project team; Closing (follow-up with the client and hired applicant, feedback and project result assessment).
- Human Performance and Leadership Advisory Projects – Participation in several projects for large companies (typically listed companies), namely:  
1) assessment projects with a component of skill evaluation, assessment centre/individual assessment and feedback;  
2) salary benchmark projects
- Experience developing projects in various sectors of activity: Fast Moving Consumer Goods (FMCG), Pharmaceuticals, Tourism, Energy, Transport, Services, Manufacturing, Information Technology, Construction and Public Works;
- Project development in different countries: Portugal, Angola, Spain and Brazil;
- Identification of business opportunities in new and current clients (Repeated Business);
- Development and coordination of teams of interns and junior consultants (1 to 2 people);

**Associate**

- Project Management (Top & Middle Management): planning and setting up of the search strategy internally; Telephone Interviews; Face to Face Interviews; Development of market studies/ Talent Mapping; Internal Reporting and Short Listing; Control of delivery times; Delivery and constant Follow up with applicants; Coordination with the rest of the project team;
- Human Capital Consultancy Projects/Leadership Services;

## Languages and Computer Skills

### Languages

Portuguese (Native)  
English (Fluent)  
Spanish (Intermediate)

### Computer Skills

MS Office Proficient user

## Education

2015	<b>NOVA SBE Executive Education</b> Family Business Management
2005	<b>Lisbon Nova University – Faculty of Social and Human Sciences</b> Bachelor in Sociology of Organisations

## Vocational Training

2012	AESE: "Project Management: a practical approach"	Portugal
2010	SOAP/MyBrand: "How to deliver impacting speeches"	Portugal
2008	Heidrick & Struggles: "Competence Based Interviewing Skills"	France
2008	Heidrick & Struggles: "Becoming an Integrated Talent Partner"	France
2008	Heidrick & Struggles: "Leadership Consulting Practice"	France
2007	Cambridge School - Business English (level 7)	Portugal
2005	Heidrick & Struggles: "New Comers Programme"	UK
2001	PSE – Produtos e Serviços de Estatística, Lda: "SPSS for Windows: Intermediate"	Portugal

## Semapa Shares

Does not hold shares representing the share capital of The Navigator Company, S.A.

May 2022