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## **José Gonalo Ferreira Maury**

### **Education**

- Graduated in Finance from the former ISCEF / ISE – Instituto Superior de Economia, Lisbon (1973).
- MBA from INSEAD, Fontainebleau (1978).

### **Professional Experience**

- He initiated his professional career in the former Technical Secretariat of the Presidency of the Council of Ministers (1971-1973) and in different periods (1973-1974 and 1976-1977) he worked in several departments of the Ministry of Industry, namely at the IAPMEI.
- He completed the military service at the Portuguese Navy from 1974 to 1976.
- Brief spell at Quimigal (1977), before attending INSEAD in Fontainebleau where he completed his MBA (1977-1978). He returned to Portugal as Commercial Manager of Tobom (1978-1979), Deputy and Chief of Staff for the Secretary of State for Transport (1980-1981).
- From 1981 to 1989 he worked in Citibank, both in Spain and Portugal. In Portugal he was responsible for the financial sector (banking and insurance), he was part of the team which negotiated and prepared the opening of the bank in Portugal and he was Director of the Credit and Risk Management Department.
- He has been working as a consultant at Egon Zehnder since January 1990, where he co-initiated and led its introduction and development in the Portuguese market, by working to Portuguese companies and groups and also to multinational companies, present in Portugal, in all business sectors, financial, services and industry sectors. He has developed his activity within a wide range of projects, from the selection of head senior executive officers, to competence assessment and organizational structures projects and consulting of the Board of Directors and Executive Commissions of major Portuguese groups.
- President of the Remuneration Committee of Semapa and Secil (since April 2006) and also of Portucel (since March 2007).
- Member of the Remuneration Committee of CTT (since March 24, 2014).

### **SHARES IN PORTUCEL, S.A.:**

Hold no shares in Portucel, S.A.

Lisbon, April 2015

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## **João Rodrigo Appleton Moreira Rato**

- Born 12 August 1947, married, 3 children and 3 grandchildren.
- Military service from October 1972 to July 1975 in specialist Vehicle Maintenance Section.

### **EDUCATIONAL QUALIFICATIONS**

- Studies in Mechanical Engineering at the Instituto Superior Técnico de Lisboa, 1965 to 1971, graduating with final mark of 14/20.
- Invited to lecture in specialist field, but unable to take up position due to incompatibility with professional commitments.
- Lower Cambridge Certificate, British Council, Lisbon, 1963 to 1965.

### **VOCATIONAL TRAINING**

- Course in Sales Techniques for Commercial Vehicles (5 days) at TEOR, in Lisbon, in 1972.
- Course (5 days) in Management of Commercial Vehicle Dealerships and Technical Assistance Centres at Mercedes-Benz, in France, in 1974, followed by a 5-day training placement with a Mercedes-Benz dealership in Paris.
- Logistics Course run by Fiat, at the Business Management Institute (ISVOR) in Marentino (Turin), in 1978 (2 weeks).
- Course in Foodstuffs Marketing at Partex, Lisbon, in 1986 (5 days).
- Course in Marketing Management at Infortec, Lisbon, September to November 1979 (112 hours).
- Course for Neocel senior management, on running Progress Groups, Module 1, Infortec, Lisbon, May and June 1990.
- Course in Financial Management for Non-Financial Managers at Darden Graduate School of Business Administration, University of Virginia, U.S.A., April 1996.
- Speaker at various seminars in the packaging, product coding and electronic data transmission sectors.
- Worked with the University of Trás-os-Montes on a book entitled Packagings for the Food Industry, published in 1991.
- Lecturer for post-graduate programme in Food Packaging, in November 1996, at the Higher School of Biotechnology at the Portuguese Catholic University.
- Fluent English and French, written and spoken.
- Good knowledge of Italian and Spanish.
- Excellent IT skills.
- Business travel to :  
Germany, Angola, Saudi Arabia, Algeria, Austria, Cape Verde, Canada, Spain, United States, France, England, Ireland, Israel, Italy, Morocco and Sweden.
- Has also visited:  
Brazil, Haiti and Venezuela.

### **PROFESSIONAL EXPERIENCE**

- August 1970 to April 1971, during his final year at I.S.T., Assistant Head of Equipment Maintenance Department at Construções Técnicas SA, at the company's general yard in Alverca.

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- May 1971 to February 1975, Assistant Head of Commercial Vehicles Sales at C. Santos Lda, official Mercedes-Benz dealer in Portugal, with a 6-month interruption for induction into military service and officer training studies.
  - October 1972 to July 1975 on military service, full time for the first 6 months and subsequently on part-time basis.
  - March 1975 to February 1980, Head of Marketing and Logistics at Fiat Portuguesa, in Lisbon.
  - February 1980 to January 1986, director and manager of two companies in the agricultural sector.
  - February 1986 to August 1990, Marketing and Sales Directors at Neocel, international company in the flexible packaging sector, currently owned by the Amcor Group.
  - September 1990 to September 1993, Assistant General Manager of Lifresca, Portuguese private company producing packaging for the pharmaceutical, cosmetics and food sectors.  
As from 1 February 1993 combined this position with that of Sales Coordination Manager at Higifarma, the holding company for the group owning Lifresca.
  - From March 1989 to January 1993, Directors of Codipor – Portuguese Product Identification and Coding Association.
  - From 1 October 1993 to 10 September 2009, Manager and General Manager of Strapex Embalagem Lda, a Swiss multinational engaged in manufacturing and marketing machinery and consumables for sealing packaging and protection during transport.  
In October 1999 the Strapex Group was acquired by ITW - Illinois Tool Works which owns some 600 companies in more than a hundred countries, with head office in Chicago and listed on the Chicago and New York stock exchanges.  
As from March 2008, in addition to his existing position, took on duties of Product Manager in the Orgapack Strapex Group for plastic belts (PP and PET).
  - From March 2009, Director of the Portuguese Equestrian Association.
  - From 10 September 2009, retired.

#### **SHARES IN PORTUCEL, S.A.**

Holds no shares in Portucel, SA.

Lisbon, April 2015

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Name: **Frederico José da Cunha Mendonça e Meneses**  
Nationality: Portuguese  
Place of birth: Santa Isabel – Lisbon  
Date of birth: 23 November 1936  
Marital status: Married

## 1. University Qualifications

Graduated from Instituto Superior Técnico in Chemical Engineering - 1959.  
“Program for Management Development”, Harvard Business School (EUA) - 1970.

## 2. Professional

### 2.1. C.U.F. Group - *Portugal*

- 2.1.1. 1959 – Started work for Companhia União Fabril, (formerly CUF) at the Barreiro Industrial Complex, in the Fertilizers and Pesticides Research Centre.
- 2.1.2. 1968 to 1971 – General Manager of the Barreiro Industrial Complex.
- 2.1.3. 1971 to 1973 – General Manager of the Fertilizers and Pesticides Division.
- 2.1.4. From 1973 to 1975 – Member of the Board of Directors and Executive Board of Companhia União Fabril, responsible for the entire Chemicals Sector.

### 2.2. PETRÓLEO IPIRANGA GROUP - *Brazil*

- 2.2.1. 1975 to 1978 – Member of the Board of Directors and Executive Board of Fertilizantes do Sul, S.A. - Fertisul.

### 2.3. GRUPO C.A.E.M.I - *Brazil*

- 2.3.1. 1979 to 1981 - Member of the Board of Directors and Executive Board of Caemi Internacional S.A.

### 2.4. S.N.S. GROUP - *Portugal*

- 2.4.1. 1981 to 1989 – Chairman of the Executive Board of the Sociedade Nacional de Sabões Group.

### 2.5. 1989 to 2005 – Member of the Board of Directors of Cimianto (SGPS).

### 2.6. 1994 to 2006 - Member of the Board of Directors of Semapa - Sociedade de Investimento e Gestão, SGPS, S.A.

### 2.7. 1992 to 2008 – Chairman of the Board of Directors of Cimilonga Imobiliária, S.A.; Longavia Imobiliária, S.A. and Imocipar Imobiliária, S.A.

### 2.8. 1992 to 2011 - Chairman of the Board of Directors of Refundos, SGFII.

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- 2.9. 1992 to the present – Chairman of the Board of Directors of the Real Estate Holding Company of the Sonagi, SGPS, S.A. Group.
  - 2.10. 2006 to the present – Member of the Remuneration Committee of Semapa - Sociedade de Investimento e Gestão, SGPS, S.A. and of Portucel, S.A.
  - 2.11. 2007 to the present – Member of the Board of Directors of Villa Magna, S.L.
  - 2.12. 2009 to the present – Member of the Board of Directors of Vieznada, S.L.
  - 2.13. 2011 to the present – Member of the Board of Directors of Hotel Ritz, S.A.
  - 2.14. 2012 to the present - Member of the Remuneration Committee of Cimigest, SGPS, S.A. and Secil – Companhia Geral de Cal e Cimento, S.A.
  - 2.15. 2013 to the present – Chairman of the Board of Directors of Vértice – Gestão de Participações, SGPS, S.A., Chairman of the Board of Directors of Valuelegend – SGPS, S.A., Member of the Board of Directors of Sodim, SGPS, S.A.
  - 2.16. 2013 to the present – Member of the Board of Directors and Member of the Remuneration Committee of Sodim SGPS, S.A.
  - 2.17. 1990 to 1996 – Director of Sociedade Imobiliária e Turística da Quinta do Perú.
  - 2.18. REPRESENTATIVE ON NATIONAL AND INTERNATIONAL ORGANIZATIONS
    - 2.18.1. 1966 to 1975 – Member of the Portuguese North Atlantic Committee.
    - 2.18.2. 1982 to 1988 – Chairman of the Association of Soap, Detergent and Maintenance and Cleaning Products Manufacturers.
    - 2.18.3. 1982 to 1988 – Vice Chairman of the Federation of Vegetable Oil Manufacturers.
    - 2.18.4. 1971 to 1975 – Portuguese representative on the council of the International Superphosphate Manufacturers Association.
    - 2.18.5. 1985 to 1989 – Portuguese representative on the management committee of the Association Internationale de la Savonnerie et de La Detergence.

### 3. Shares in Portucel, S.A

Holds no shares in Portucel, S.A.

Lisbon, April 2015

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