

ROSA FREITAS SOARES

Director: since April 2021

Board Committees: Chairman of the Audit Committee and a Member of the Nominations and Appraisals Committee

Listed Public Company Directorships: Yes

Listed Public Company Directorships within past 5 years: Yes - Non-executive Director of NOS SGPS

KEY EXPERIENCE AND QUALIFICATIONS

Specialist in tax and investment law issues: Participation in numerous projects involving the restructuring of both Portuguese and international groups. She has relevant experience in the banking/ financial services sector, both in dealing with the audit and tax issues of banks/financial institutions and in the tax analysis of financial products. She has also developed expertise in individual income taxes, social security regimes and wealth/ estate tax planning issues.

Experience acknowledged by high entities: Due to her level of experience, and technical ability, she was chosen by the Government to be part of Commission that aimed to carry out tax reform and has also won multiple awards.

CAREER HIGHLIGHTS

- NOS SGPS:
 - Non-Executive Director > April 2025 to date.
- Sogrape, SGPS, S.A., management of equity stakes in other companies:
 - Member of the Remuneration Committee > April 2016 to date.
- Deloitte Central Services, S.A., provides consulting services relating to tax matters:
 - Equity Partner > September 2002 to June 2020;
 - Head of Family Business in Portugal at Deloitte Family Business Center > January 2016 to June 2020;
 - Directed the Portuguese Transfer Pricing practice > June 2006 to June 2018; and
 - Directed the Personal Tax Division in Portugal > September 1999 to June 2020.
- Arthur Andersen (merged with Deloitte in 2002), S.A., provided consulting services on tax matters:
 - Partner > September 1999 to June 2002;
 - Manager > September 1993 to August 1999;
 - Senior > September 1990 to August 1993; and
 - Analyst > June 1988 to August 1990.

OTHER PROFESSIONAL EXPERIENCES AND COMMUNITY INVOLVEMENT

- Elected as a tax expert in the Portuguese market by International Tax Review (ITR);
- Senior Advisor (of-counsel) at the law firm RFF Associados > 2022 to date;

- Was chosen by the Government to be a member of the 2014 Personal Income Tax Reform Commission > 2014;
- Has lectured in several conferences/ university courses (Católica Business School of Lisbon, ISCTE, ISEG, University of Lisbon Law School and Nova School of Law) on tax, human resources and corporate governance matters; and
- Author of several articles on tax, human resources and corporate governance matters in newspapers and other publications.

EDUCATION

- PhD candidate in Tax Law at Nova School of Law and Senior Researcher at Nova Tax Research Lab > September 2022 to date;
- LLM in “Global Corporate Compliance” by IE Law School of Madrid > 2022;
- Course “Leading Professional Services Firms” (Postgraduate) at Harvard University Business School > 2009;
- Course in Business Management (Postgraduate) at Universidade Católica Business School in Lisbon > 2000; and
- Bachelor’s degree in Law from the University of Lisbon Law School > 1985.