

Curriculum Vitae

Name: Ricardo Espírito Santo Silva Salgado

Date of Birth: 25.06.1944 – Cascais, Portugal

1968 to 1971: Military service in the Navy

Academic Background:

- Degree in Economics by “Instituto Superior de Ciências Económicas e Financeiras” of Universidade Técnica de Lisboa.

Corporate Positions:

- Higher Council of Espírito Santo Group (Member)
- Banco Espírito Santo, SA (Vice Chairman and Chief Executive Officer)
- “Espírito Santo Financial Group, SA” – Luxembourg (Chairman)
- “BESPAR- Sociedade Gestora de Participações Sociais, SA” (Chairman)
- “PARTRAN – Sociedade Gestora de Participações Sociais” (Chairman)
- “Espírito Santo Bank Ltd” (Member of the Board of Director of Directors)
- “Espírito Santo International, SA” – Luxembourg (Member of the Board of Directors)
- “Espírito Santo Resources” – Nassau (Member of the Board of Directors)
- “Banque Privée Espírito Santo, SA” – Lausanne (Member of the Board of Directors)
- “Banco Espírito Santo et de la Vénétie” – Paris (Member of the Board of Directors)
- Nyse Euronext (Member of the Board)
- Member of IIEB – Institut International d’Études Bancaires.

Member of:

- “ Cercle de la Grande Soci  t   “ – Bern
 - “Associa  o Fiscal Portuguesa”
 - “Clube Naval de Cascais”
 - “Turf Clube de Lisboa”
 - “Clube de Golf do Estoril”
 - “Lyford Cay Club”
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- Appointed Economist of the Year by “ Associa  o Portuguesa de Economistas”
 - Awarded the title of “Chevalier de l’Ordre du M  rite National de France” in 1994
 - Awarded the title of “Grande Oficial da Ordem do Cruzeiro do Sul” by the President of Brazil in 1998
 - Appointed “Personality of the Year” by “C  mara Portuguesa de Com  rcio do Brasil” in 2001
 - Awarded with the “L  gion d’Honneur” of French Republic in 2005

Curriculum Vitae

Name: José Manuel Pinheiro Espírito Santo Silva

Date of birth: 02.05.1945

Civil Status: Married

Academic background:

- ♦ Degree in Economics – “Direcção e Administração de Empresas” by the “Instituto Superior Económico e Social de Évora”.
- ♦ Fluent in Portuguese, Spanish, French and English

Career:

- ♦ 1969 to 1975: BANCO ESPÍRITO SANTO E COMERCIAL DE LISBOA
 - 1969 to 1972 Department of Economic Studies
 - 1972 to 1973 Branch Manager
 - 1973 Midland Bank Overseas Training Course, in London
 - 1974 Assistant Director of Banco Espírito Santo, for the credit area of the International Department of BES until March 1975 (nationalization).
- ♦ 1975 to 1977: Economic Consultant of "Ocean Wilson (Holding), LTD", London
- ♦ 1977 to 1992: Banque Privée Espírito Santo, S.A. - Lausanne
 - Founder of the bank, was responsible for the building of its structure and the definition of its strategy. Presently holds the position of Chairman.
- 1990: Appointed Member of the Board of Espírito Santo Group
- 1992: Appointed Member of the Board of Directors and member of the Executive Committee of Banco Espírito Santo.

Corporate positions held in companies of BES Group

- Member of the Board of Espírito Santo Group

Board of Directors:

- Banco Espírito Santo de Investimento, SA (Member)
- Banco Espírito Santo (Member)
- Banque Espírito Santo et de la Vénétie (Member)
- ESAF – Espírito Santo Activos Financeiros, SGPS,SA (Member)
- Espírito Santo Bank (Member)
- Espírito Santo Financial Consultants – Gestão de patrimónios, SA (Chairman)
- Europ Assistance – Companhia Portuguesa Seguros Assistência, SA (Member)
- Fiduprivate – Sociedade de Serviços, Consultoria, Administração de Empresas, SA (Chairman)

Corporate positions held in companies outside BES Group

- Banque Privée Espírito Santo, SA (Chairman)
- Bespar – Sociedade Gestora de Participações Sociais, SA – (Member)
- Espírito Santo Control, SA (member)
- ESFG Overseas Limited (Vice-Chairman)
- Espírito Santo Financial (Portugal) – Sociedade Gestora de Participações Sociais, SA (Vice-Chairman)
- Espírito Santo Financial Group (Vice -Chairman)
- Espírito Santo International (Member)
- Espírito Santo Resources Limited (Member)
- Espírito Santo Services SA (Member)

Curriculum Vitae

Name: António José Baptista do Souto

Date of Birth: 17.04.1950, Espinho, Portugal

Academic background:

- Degree in Economics by the *Faculdade de Economia* of *Universidade do Porto*.

Career:

- 1978: joined BES as Analyst, and was appointed Director in 1980 developing several functions as Director and Head of Department.
- 1989: Executive Member of the Board of Directors of BES, with responsibilities in retail banking, Corporate banking, international area and IT Systems.
- Presently is the responsible for the Portuguese and Iberia Corporate banking, including the Medium and Large Companies in Iberia. He is also the Chairman of (Besleasing e Factoring, IFIC, SA).
- Member Of the Board of Directors and Member of the Executive Committee) of *Banco Espírito Santo, SA*

Corporate positions held in companies of BES Group:

Board of Directors:

- *Besleasing e Factoring, IFIC, SA*(Chairman)
- *Espírito Santo Data, S.G.P.S., SA* (Chairman)

Corporate positions held in companies outside BES Group:

Board of Directors

- *Companhia de Seguros Tranquilidade, SA* (Non - Executive Member)
- *SIBS – Sociedade Interbancária de Serviços.* (Non- Executive Member)
- *Angra Moura- Sociedade de Administração de Bens , SA* (Member)

Attended several courses promoted by the British Bankers Association internship in *Generale de Banque* (Brussels).

Curriculum Vitae

Name: Jorge Alberto Carvalho Martins

Date of Birth: 17.07.1957 – Póvoa de Varzim

Academic background:

- Degree in Economics by *Faculdade de Economia of Universidade do Porto*

Corporate Positions held in companies of BES Group

Board of directors

- Banco Espírito Santo, S.A.. (Member)
- Locarent – Companhia Portuguesa para aluguer de Viaturas, SA (Member) since April 2006.

Corporate Positions held in companies outside BES Group

Fiscal Board

- Agência para o Desenvolvimento Regional de Entre-o-Douro e Tâmega.

Higher Council

- Primus – Promoção e Desenvolvimento Regional, S.A..

Previous Corporate positions:

April 1999 - March 2006 - Non executive member of the Board of Banco Espírito Santo (Espanha), S.A..

Dez. 2003- 31.03.2006 - Chairman of Locarent- Companhia Portuguesa de Aluguer de Viaturas, S.A..

Nov 1993 – May 2000 -

March 2004-,Maio 2006 – Chairman of Crediflash, SFAC, S.A..

Dez 1995 – October 2004 – Chairman of Credibom, IFIC, S.A..

Until 07-06-2006 – Chairman of the General Meeting of Leica – Aparelhos Ópticos de Precisão, S.A., representing BES.

Nov 1992- Jul 1993 - Assistant member of the Board of Directors of Banco Espírito Santo E Comercial de Lisboa, S.A..

1989 – Out 1992 - Member of the Management Board and later Member of the Board of Directors of Banco Pinto & Sotto Mayor.

1987 -1989 - Director of Banco Internacional de Crédito, responsible for the Northern área.

1983-1986 - Technical and Commercial management functions in BESCL/Porto.

1981-1982 - Joined Banco Espírito Santo & Comercial de Lisboa (Porto) to the Risk Analysis and Control Department.

1972 -1981- Financial manager of da Sopete- Sociedade Poveira de Empreendimentos Turísticos, S.A. , company exploiting the Póvoa de Varzim casino.

Curriculum Vitae

Name: Aníbal Costa Reis de Oliveira

Date of Birth 24.09.1935

Civil Status: Married

Nationality: Portuguese

Academic background

- *Curso Geral de Comércio* at *Escola Académica do Porto*
- Degree in Industrial and Chemical Engineering in Germany, Dusseldorf

Career:

His entire Professional career over the last five decades has been dedicated to the management and administration of several companies of the *Grupo Familiar Oliveira*.

Special emphasis must be given to the textile companies, namely his work at *Fábrica Têxtil Riopelle*, for which he was awarded the *Comenda de Mérito Industrial* in 1993.

Appointed non-executive member of the Board of Directors of Banco Espírito Santo in 1992.

Curriculum Vitae

Name: Manuel Fernando Moniz Galvão Espírito Santo Silva
Date of Birth 20.07.1958
Nationality : Portuguese
Civil Status: Married

Academic background:

- B.A. – Business administration
- Richmond College – United Kingdom
- International Bankers Course at Barclays and Midland Bank, United Kingdom.
- INSEAD, Fontainebleau - - “Inter Alpha Banking Programme”

Languages:

- Portuguese – mother language
- English and French

Career:

1983 to 1984: *Santomar, S.A.*
1988 to 1984: Senior Vice President of Banco Morgan Grefell & Co Limited – London
1988 to 1991: Executive Vice President of the Southern European Fund of Espírito Santo Investment Management.
May 1992 to May 1995: General Manager of the London branch of Banco Espírito Santo.
1996: Member of the Board of Directors of Espírito Santo Group and Executive Vice-Chairman Espírito Santo Resources.
2003: Executive member of the board of Directors of World Travel & Tourism Council (WTTC)
2006 - Chairman of Espírito Santo Resources

Corporate positions held in companies of BES Group:

Board of Directors

- Banco Espírito Santo, S.A. (non executive member)
- Espírito Santo Bank (Member)
- Espírito Santo Services, S.A. (Member)

Corporate positions held in companies outside BES Group:

Board of Directors

- Banco Espírito Santo, SA (Member)
- Academia de Música de Santa Cecília (Non executive Chairman)
- BESPARG – Sociedade Gestora de Participações Sociais, SA (Member)
- Espírito Santo Control, SA (Member)
- Espírito Santo Financial Group (Non-executive member)
- Espírito Santo Health & SPA, SA (Chairman)
- Espírito Santo Industrial, SA(Chairman)
- Espírito Santo International, SA(Member)
- Espírito Santo Resources, Limited (Chairman)
- Espírito Santo Resources, SA (Portugal)(Member)
- Espírito Santo Tourism (Europe), SA (Chairman)
- Euroamerican Finance Corporation Inc. (Chairman)
- Herdade da Comporta- Actividades Agro Silvícolas e Turísticas, SA (Chairman)
- PT Multimédia, Serviços de Telecomunicações e Multimédia, SGPS, SA (non executive member)
- Santogal – Sociedade Gestora de Participações Sociais, SA (non executive member)
- Sociedade de Investimentos Imobiliários Sodim, SA (non executive Member)

General meeting

Espart- Espírito Santo Participações Financeiras, SGPS, SA (Chairman)

Sociedade Imobiliária e Turística da Quinta do Peru, SA (Chairman)

Curriculum Vitae

Name: José Maria Espírito Santo Silva Ricciardi

Date of Birth: 27.07.1954

Languages:

- English, French
- Portuguese, written and spoken

Academic background:

- Degree in “Sciences Economiques Appliquées”, by *Instituto de Administração e Gestão of Faculdade de Ciências Económicas, Políticas e Sociais of Universidade Católica de Louvain* – Belgium
Presented as thesis named “La banque et la Prise de Décision d’Octroi de Crédits d’Investissement”. Obtaining the grade “Distinction”

Career:

- From March 1978 until February 1979, worked at YTONG PORTUGUESA (a company producing material for construction), as Economic Consultant, inserted in a Group work responsible for the elaboration of a study delivered to IFC International Finance Corporation, in order to obtain financing. On the same company participated in another group work responsible for the elaboration of a economic/financial study for the creation of a new company, dedicated to the building of pre-fabricated houses. This study was sent to Portuguese banks, to obtain financing.
- In February 1979 joined a 4 month course at Manufacturers Hanover Trust Company, London, denominated “Executive Training Program”, which purpose was to “To promote a better understanding of International banking Friend Abroad”
- Since August 1979 lived in Brazil and joined Banco Inter-Atlântico, SA (GES Group), working in all the departments of the bank.
- A year later was transferred to a Holding company of GES Group as Financial Controller.
- In June 1981 was transferred to the headquarters of GES Group in Europe as Financial Controller and Assistant of the General Financial Controller of GES

Group, for the world. He was responsible for the elaboration of systems of management and control to be used in Central management GES group.

- In June 1983 was appointed Assistant Director of Bank Espírito Santo International Limited.
- In September 1987 was appointed Director of Merchant Banking of Banco Internacional de Crédito, S.A..
- In December 1990 was appointed Corporate Assistant General Manager and Director of the Capital Markets Department of Banco Internacional de Crédito, S.A..
- In July, 29th 1992 was appointed Member of the Board of Directors of Espírito Santo Sociedade de Investimentos, S.A. – ESSI.
- In April, 3rd 1995 he was appointed Vice-Chairman of the Board of Banco Espírito Santo de Investimento, SA (former Espírito Santo Sociedade de Investimentos, S.A.).
- IN March 1999, was appointed Member of the Board of Directors and of the Executive Committee of Banco Espírito Santo, SA.
- In July 2003 was appointed Chairman of Banco Espírito Santo de Investimento, SA.
- In March 2006 was appointed Member of the General and Supervisory Board of EDP.

Corporate positions held in companies of BES Group.

Board of Directors

- Banco Espírito Santo, SA (Member)
- BES Investimento do Brasil, SA – Banco de Investimento. (Chairman)
- Espírito Santo, Recuperação de Crédito, ACE (Member)

Corporate positions held in companies outside BES Group.

Board of Directors

- Espírito Santo Financial Group.

General and Supervisory Board

- EDP – Energias de Portugal, SA (Member)

General Meeting

- ESPART – Espírito Santo Participações Financeiras, SGPS SA (Vice-President)

Curriculum Vitae

Name: Jean-Luc Guinoiseau

Date of Birth : 20.12.1954

Civil Status: Married
3 daughters

Academic background:

- Degree in Superior Economical Studies of *Conservatoire National des Arts et Métiers*, in Paris.
- CESAS Strategic Management – HEC Paris

Present positions:

- Since October 1999 member of the Board of Directors of Banco Espírito Santo in Lisbon, responsible for the Organization Department and the Central back office Department.
- Non-Executive Chairman of Espírito Santo Informática, ACE.

Career:

- 1994 to 1999: Commercial Director in a Regional Bank of *Crédit Agricole*.
The responsibility was to develop the commercial activity introducing innovating products, modernizing the banking agencies and based on the phone banking and Internet banking.
- 1991 to 1994: *Credit Agricole EUA* - Senior Vice President for the Administrative and Financial Department.
The responsibility was to reorganize the functioning of the logistic unities of Credit Agricole in New York, Chicago, Los Angeles and San Francisco, where he was the responsible for the “Back Office of the Financial Markets Department, Legal and Management Control Department and IT and Organization Department.
- 1987 to 1991: *Caisse Nationale de Credit Agricole* – Director of General Auditing.
The responsibility was to audit the activities of “Credit Agricole” Group in France and its foreign offices.

De 1983 a 1987 – *Credit Agricole* -Togo – Responsible for and IT and Organization Department.

The responsibility was to define the IT strategy and functioning, of the Department regarding the technical cooperation between “Credit Agricole- France” and “Credit Agricole” - Togo.

1975 to 1983 : *Credit Agricole de la Mayenne* – “IT and Organization” -

The responsibility was to participate in the informatics developments (system applications) regarding financing management and human resources management.

Responsible also for the automation of the branches, and respective FTE (full time employees).

Curriculum Vitae

Name: Rui Manuel Duarte Sousa da Silveira
Civil Status: Married

Academic Background:

- Degree in Law by *Faculdade de Direito de Lisboa*.
- Lawyer.

Current Functions:

- Lawyer
- Executive Member of the Board of Director Banco Espírito Santo, SA.
- Head of the legal Department and internal audit of Banco Espírito Santo, SA
- Legal Assistant to the Higher Council of Espírito Santo Group.

Career:

En 1978 concludes the Degree in law by “Faculdade de Direito de Lisboa” and is a member of the Portuguese Bar Association since September 1980.

- From January to August 1981 worked in the legal Department of the European Committee in Brussels.
- From January 1982 to December 1984 was responsible for the Legal Department of the *Confederação do Comércio Português*.
- In 1983, began the cooperation with **Espírito Santo Group**, joining Espírito Santo Sociedade de Investimentos, SA, in May

In GES he had the following corporate positions:

Member of the Board of Directors:

- ESPÍRITO SANTO - SOCIEDADE DE INVESTIMENTOS, S.A.
- GESFIMO - ESPÍRITO SANTO IRMÃOS, SOCIEDADE GESTORA DE FUNDOS DE INVESTIMENTO IMOBILIÁRIO, S.A.

- PARTRAN - SOCIEDADE GESTORA DE PARTICIPAÇÕES SOCIAIS, S.A.
- EUROMARCHÉ (PORTUGAL) - SOCIEDADE DE EXPLORAÇÃO DE HIPERMERCADOS, S.A.

General Meeting:

- ESPART - ESPÍRITO SANTO PARTICIPAÇÕES FINANCEIRAS, S.A.
- SOCIEDADE INTERNACIONAL DE LEASING, S.A.

Executive Vice President:

- ESPÍRITO SANTO RESOURCES (PORTUGAL), S.A.
- ESPART - ESPÍRITO SANTO PARTICIPAÇÕES FINANCEIRAS, S.A.

Corporate positions held at present:

A. Board of Directors

- BANCO ESPÍRITO SANTO, S.A. (Member)
- CIMIGEST, SGPS, S.A. (Member)
- SOCIEDADE DE ADMINISTRAÇÃO DE BENS, CASA DE BONS ARES, S.A. (Member)

B. Fiscal Board

- COMPANHIA DE SEGUROS TRANQUILIDADE, S.A. (Member)

C. Management

SOCIEDADE DE SILVICULTURA MONTE DO ARNEIRINHO, LDA (Member)

D. General meeting

- BANCO ESPÍRITO SANTO DOS AÇORES, S.A. (Chairman)
- BES, COMPANHIA DE SEGUROS, S.A. (Chairman)
- BESPARG - SOCIEDADE GESTORA DE PARTICIPAÇÕES SOCIAIS, S.A. (Chairman)
- BEST – BANCO ELECTRÓNICO DE SERVIÇO TOTAL, S.A. (Chairman)
- CAPITAL MAIS – ASSESSORIA FINANCEIRA, S.A. (Chairman)
- ESAF - ESPÍRITO SANTO ACTIVOS FINANCEIROS, SGPS, SA. (Chairman)
- ESAF - ESPÍRITO SANTO FUNDOS DE INVESTIMENTO IMOBILIÁRIO, S.A. (Chairman)
- ESAF - ESPÍRITO SANTO FUNDOS DE INVESTIMENTO MOBILIÁRIO, S.A. (Chairman)
- ESAF - ESPÍRITO SANTO FUNDOS DE PENSÕES, S.A. (Chairman)
- ESAF – ESPÍRITO SANTO GESTÃO DE PATRIMÓNIOS, S.A. (Chairman)
- ESAF - ESPÍRITO SANTO PARTICIPAÇÕES INTERNACIONAIS, SGPS, SA. (Chairman)

- ESPÍRITO SANTO DATA, SGPS, S.A. (Chairman)
- ESPÍRITO SANTO EQUIPAMENTOS DE SEGURANÇA, S.A. (Chairman)
- ESPÍRITO SANTO SAÚDE, SGPS, S.A. (Chairman)
- ES TECH VENTURES - SGPS, S.A. (Chairman)
- ESPÍRITO SANTO VENTURES – SOCIEDADE DE CAPITAL DE RISCO, S.A. (Chairman)
- ESUMÉDICA – PRESTAÇÃO DE SERVIÇOS MÉDICOS, S.A. (Chairman)
- FUNDO DE TURISMO - CAPITAL DE RISCO, S.A. (Chairman)
- FUNDO DE TURISMO - SOCIEDADE GESTORA DE FUNDOS DE INVESTIMENTO IMOBILIÁRIO, S.A. (Chairman)
- OBLOG CONSULTING, S.A. (Chairman)
- PARTRAN - SOCIEDADE GESTORA DE PARTICIPAÇÕES SOCIAIS, S.A. (Chairman)
- T- VIDA, COMPANHIA DE SEGUROS, S.A. (Chairman)

E. General Meeting

- ESEGUR – EMPRESA DE SEGURANÇA, S.A. (Vice-Chairman)
- EUROP ASSISTANCE – COMPANHIA PORTUGUESA DE SEGUROS DE ASSISTÊNCIA, S.A. (Vice-Chairman)

F. Founder

- INSTITUTO PORTUGUÊS DE CORPORATE GOVERNANCE

Curriculum Vitae

Name: Joaquim Aníbal Brito Freixial de Goes

Date of Birth: 09.09.1966

Civil Status: Married,
5 children

Academic background:

- **1993 - 1994** **INSEAD, Fontainebleau**
MBA
Winner of the Prize Henry Ford awarded to the best student of the MBA Program
- **1984 - 1989** **Universidade Católica Portuguesa, -Lisboa**
Business Administration, with specialization in Marketing and Finance.
Final classification of seventeen points

Academic Experience

- **1994 - 1996** **Universidade Católica Portuguesa**
Professor of Business Administration
- **1989 - 1991** **Universidade Católica Portuguesa**
Professor of Business Administration

Languages:

- Portuguese – Mother language
- English, French and German - Fluent
- Spanish - Fluent

Career:

2006 – 2007 Member of the Board of Directors of E.S. INFORMÁTICA, ACE

2002 – 2007 Member of the oard of Directors PT MULTIMÉDIA, Serviços de Telecomunicações e Multimédia, SGPS, S.A.

2002 – 2006 Member of the Board of Companhia de Seguros Tranquilidade-Vida, S.A.

2001 – 2007	Member of the Board of BEST, Banco Electrónico de Serviço Total, S.A.
2000 – 2006	Chairman of E.S. INTERACTION, Sistemas de Informação Interactivos, S.A.
1999 – 2004	Chairman of CREDIFLASH, Sociedade Financeira para Aquisições a Crédito, S.A.
1999 Set	Assessor of the Management Board of BANCO ESPIRITO SANTO
1995	Head of the department of Strategic Marketing of BANCO ESPIRITO SANTO
1994 - 1995	Director of the Department for Studies and Strategic Planning of CIMPOR, Cimentos de Portugal, S.A.
1991 - 1993	Senior Consultant of Roland Berger & Partner- Munique
1989 - 1991	Consultant Roland Berger & Partner - Portugal

Corporate positions held in companies of BES Group

Board of Directors:

1999	ESDATA, Espírito Santa Data, SGPS, SA (Member)
2000 Mar	Banco Espírito Santo, SA (Member)
2000 Jul	E S Ventures SA (MEMBER)

Corporate positions held in companies outside BES Group

Board of Directors:

2006 Jun	BES – Companhia de Seguros, S.A.(Member)
2000 Dez	PT- PORTUGAL TELECOM, SGPS, S.A.(Member)

Other Activities:

- Member of the Board of Universidade Católica Portuguesa
- Member of the Board of EFMA (European Financial Management & Marketing Association)

Curriculum Vitae

Name: Pedro José de Sousa Fernandes Homem

Academic background:

- Degree in Law by the *Universidade Clássica de Lisboa* – 1971

Career:

- 1970 to 1972: Secretary of the Ministry of Economics and Finance
- 1972 to 1975 : Technician of the tax collections Supervision department.
- 1974 to 1975: Chief of cabinet of the Secretary of State for Planning.
- 1975 to 1981: Unit Head at Citibank Brazil – Corporate Bank
- 1982 to 1985: Representative of Citibank N.A. in Portugal
- 1985 to 1992: General Manager of Citibank Portugal
- 1987 to 1992: Chairman of Citibank Portugal, AS
- 1992 to 1999: Member of the Board of Directors of Citibank Portugal AS
- 1992 to 2000: Private Bank – Western Hemisphere Division Head at Citibank - Switzerland
- June 2000 Member of the Board of Directors of Banco Espírito Santo
Member of the Board of Directors of ESAF.

Other positions:

- 1986 to 1992: Executive Vice President of Portuguese Banking Association.
- 1991 to 1999: Senior Credit Officer at Citibank, NA
- 1986 to 1999: Securities Officer at Citibank NA
- Consultant of several industrial and services companies
- 1986 e 1987 – Founder of a Risk Capital Society.

Curriculum Vitae

Name: Jean-Frederic de Leusse

Date of birth : 29.10 1957, Boulogne Billancourt

Academic background:

- 1978 – 1981 – *École Polytechnique*
- 1983 -1985 – *École Nationale de Administration*

Career :

June 1985- Nov. 1990: Auditor and later legal Assistant at the State Council

Nov 1990 – April 1993 : Director ofCrédit Mutuel Centre Est Europe, and later appointed General Manager of Insurance of Crédit Mutuel.

April 1993 - Sep. 1995: Chief of cabinet of Alain Madelin, Ministre for the Economic Development, later appointed Senior Vice President of its cabinet at the Ministry of Economics and Finance and Chief of cabinet of the State Secretary for the Budget.

July 1996 - Sep. 2001: General manager of Sofipost, a holding of the branches of La Poste and Director for the Development of new services of the Group La Poste. Member of the Executive Board of La Poste.

17 september 2001 : General Manager of Fédération Nationale du Crédit Agricole.

1st January 2004: Executive Vice President of the Retail banking and the proper funds area. Member of the Executive Board of Directors of Crédit Agricole, S.A.

6 February 2006 Director for the International Development. Member of the Executive Board of Crédit Agricole, S.A.

DECORATIONS

April 1995 Awarded the title of *Chevalier du Mérite Agricole*

November 1998 Awarded the title of *Chevalier de l'Ordre National du Mérite*

April 1995 Awarded the title of *Chevalier de l'Ordre National de la Légion D'Honneur*

Curriculum Vitae

Name: Bernard Delas

Academic Background:

- Degree in Economics

Carreer :

1971 - Samda (major non-life subsidiary of GROUPAMA)
1976-1989 - Samda – Chief Executive Officer
1990-1993 - Groupama Nord Est (reims) – Chief Executive Officer
1993 -1995 - Groupama Assurance (France) – Chief Executive Officer
1995-2000- Fédération Française des Sociétés d'Assurance Mutuelle – Chairman
Fédération Française des Sociétés d'Assurance – Vice Chairman
2001-2004- CNP International – Chief Executive Officer
CNP Assurance – Member of the management Board.
Since 2004- Crédit Agricole Assurances – Chief Executive Officer, International Insurance.

Curriculum Vitae

Name: Luís António Burnay Pinto de Carvalho Daun e Lorena
Date of Birth: 11.10.1944
Nationality: Luanda, Angola
Civil Status: Married ,
4 children

Academic Background:

- 2nd year of Law at *Universidade Clássica de Lisboa*

Languages:

- Portuguese, English, French, Spanish, Italian

Career:

2002/2007 **BANCO ESPÍRITO SANTO, SA-**
Non executive Board Member,
Member of the Audit Committee

2000/2002 **HÓTEIS TIVOLI, SA**
Member of the Board of Directors
MARINÓTEIS – Sociedade de Promoção e Construção de Hotéis, SA
Member of the Board of Directors
SOCIEDADE DE INVESTIMENTOS HOTELEIROS ALMANSOR, SA
Member of the Board of Directors
ESPÍRITO SANTO HÓTEIS, SGPS, SA
Member of the Board of Directors
HOTELAGOS, SA
Member of the Board of Directors

Dec. 1998/2000 **MAGUE, SGPS, SA**
Member of the Board of Directors

March 1998 **BANCO TOTTA & AÇORES**
Member of the Board of Directors
Member of the Executive Committee
Responsible for the Retail and Corporate banking Department of
Lisbon, South, Madeira and Azores.

SIBS – Sociedade Interbancária de Serviços, SA
Member of the Board of directors

GLOBAL – Companhia de Seguros, SA
Member of the Board of Directors

February 1997

BANCO TOTTA & AÇORES
Member of the Board of Directors
Member of the Executive Committee

TOTTAIMO – Sociedade de Locação Financeira Imobiliária, SA
Chairman

SIBS – Sociedade Interbancária de Serviços, SA
Member of the Board of Directors

PETROPAR – Sociedade Gestora de Participações Sociais, SA
Chairman of the Fiscal Board

February 1996

CRÉDITO PREDIAL PORTUGUÊS, SA
Member of the Board of Directors

BANCO TOTTA & AÇORES, SA
Member of the Board of Directors
Member of the Executive Committee

TOTTAIMO – Sociedade de Locação Financeira Imobiliária, SA
Chairman

UNICRE – Cartão Internacional de Crédito, SA
Member of the Board of Directors

SIBS – Sociedade Interbancária de Serviços, SA
Member of the Board of Directors

PETROPAR – Sociedade Gestora de Participações Sociais, SA
Chairman of the Fiscal Board.

February 1995

CRÉDITO PREDIAL PORTUGUÊS, SA
Member of the Board of Directors

BANCO TOTTA & AÇORES, SA
Member of the Board of Directors
Member of the Executive Committee

TOTTAIMO – Sociedade de Locação Financeira Imobiliária, SA
Chairman

VALORES IBÉRICOS – Sociedade de Gestão e Participações Sociais, SA
Chairman of the Fiscal Board

LUSITÂNIA VIDA – Companhia de Seguros, SA
Chairman

UNICRE – Cartão Internacional de Crédito, SA
Member of the Board of Directors

SIBS – Sociedade Interbancária de Serviços, SA
Member of the Board of Directors

PETROPAR – Sociedade Gestora de Participações Sociais, SA
Chairman of the Fiscal Board

January 1991	BANCO TOTTA & AÇORES, SA Member of the Board of Directors Member of the Executive Committee
October 1989	BANCO TOTTA & AÇORES, SA Member of the Board of Directors BANCO ESPAÑOL DE CRÉDITO Representative in Portugal.
1981/1988	SOCIEDADE FINANCEIRA PORTUGUESA Member of the Management Board and responsible for the Financial and foreign departments.
1978/1981	BANQUE DE L'INDOCHINE ET DE SUEZ – Paris Assistant Director for the portuguese, spanisha and latina american markets
1977/1978	BANQUE SUDAMERIS – Brazil (branch of the BANQUE DE L'INDOCHINE ET DE SUEZ) Foreign Department
1975/1977	BANQUE DE L'INDOCHINE ET DE SUEZ - Paris Foreign Affairs department
1967/1975	BANCO PINTO & SOTTOMAYOR - Lisboa Assistant Director of the Lisbon Credit department, later appointed general Secretary and responsible for the Metropolitan credit and Member of the Executive committee.
Set./Dez. 1966	SOCIEDADE CENTRAL DE CERVEJAS SKOL Internacional Department

CURRICULUM VITAE

Name: José Manuel Ruivo da Pena

Civil Status: Married,
2 children

Academic Background:

- Degree in Business administration by the *ISCTE*, Lisbon
- International Advanced Executive Program (IAEP) of JL Kellogg Graduate School of Management, Northwestern University, Chicago, USA

Professional skills

- Certified Accountant (voluntarily suspended since June 2003)
- Certified Accountant.

Corporate Positions held at present date

- TRANQUILIDADE, Companhia de Seguros, SA, -Chairman of the Fiscal Board since the 21st March 2007
- PARTRAN, Sociedade Gestora de Participações Sociais, SA - Chairman of the Fiscal Board since the 15th February 2007.
- BES VIDA, Companhia de Seguros, SA, - Chairman of the Fiscal Board since the 27th June 2006
- BES, Companhia de Seguros, SA Chairman of the Fiscal Board since the 27th June 2006.
- Since the 30th May, 2003 , appointed independent non-executive member of the Board of Directors, and consequently member of the Audit Committee of Banco Espírito Santo, SA

From the 1st of April 2002 to the 29th may, 2003

- Assessor of the Audit Committee of Banco Espírito Santo

From January 1968 to June 2001

At Price Waterhouse/PricewaterhouseCoopers

Recruited as senior auditor; promoted to audit manager in 1974; admitted as partner in July 1981 of the European companies Price Waterhouse and Price Waterhouse World Firm. In August 1978, was temporarily transferred as audit manager to the Philadelphia office, USA; in September 1980 was transferred to the Porto office; in October 1987 was transferred on a permanent basis to the Lisbon office.

Management:

- Appointed as Partner in Charge of Territory of Price Waterhouse in Portugal and in February 1991 appointed as Territory Senior Partner of PricewaterhouseCoopers Portugal when the companies merged in July 1998 until June 2001.
- Member of the European Territory Senior Partner Forum and of the “EMEA -Small Firm Council”
- Chosen as one of the European representatives of Price Waterhouse at the “World Council” between 1991 and 1993.
- Member of the “Partner Compensation Committee” of Price Waterhouse Europe.
- Responsible for the marketing and corporate communication of Price Waterhouse in Portugal since March 1991 until June 2001.
- Responsible for the area of Human resources Price Waterhouse in Portugal between 1985 and 2000.
- Responsible for the technical and functional management of the Porto Office and by the Professional practise in the North of Portugal between October 1980 and September 1987

Technical:

- Responsible for the auditing of many Portuguese and multi-national entities in Portugal and in several other countries, according to Portuguese and international laws, during 33 years. These functions were carried out along with the management functions above mentioned.
- Responsible for corporate auditing in processes of privatisation, mergers and acquisitions.

- Regular participation in permanent learning programmes in Portugal, Europe and America as student and instructor.
- Regular participation in several countries in international programmes of quality control and risk management as “team leader” and “ team member”.

Outside Price Waterhouse/PricewaterhouseCoopers

- Chairman and member of the Fiscal Boards of several companies and other entities with headquarters in Portugal
- Participation in seminars and conferences about business administration and ethic and audit professional techniques, in Portugal and abroad.
- Participation in technical committees of the Chamber of the Certified Accountants.

January 1965 to December 1967

- Employee of the accountancy department of Ford Lusitana, SA, reaching the position of “Cost Accounting Supervisor”

September 1955 to December de 1964

- Employee of Companhia de Seguros Ultramarina, SARL, where after a short period was integrated in the accountancy department, reaching the position of Accounting Supervisor.
- Between June 1961 and August 1964 – compulsory military service in the army. Nevertheless, since March 1962 was possible to go back to work part time in the accountancy department of Companhia de Seguros Ultramarina.

Professional membership:

- Member of several Professional institutions, namely the Economists Association , the Certified Accountants Association, Chamber of Chartered Accountants, Forum of Corporate Board Members, of the European Institute of Corporate Governance and of the Portuguese Institute of Corporate Governance.

Curriculum Vitae

Name: Amílcar Carlos Ferreira de Morais Pires

Date of birth: 30.05.1961, Mozambique - Beira

Civil Status: Married,
2 children

Military Service: Army 1985-1986

Academic background:

- Degree in Economical Sciences at *Universidade Católica Portuguesa*.

Career:

1986 – Joins the Banco Espírito Santo, at the Financial markets Department.

1989 – Vice President of Capital Markets and Securities Department.

July 1991 to Feb 1992- Member of the Board of Directors *Soginpar, Sociedade de Gestão de Fundos de Investimento Mobiliário, SA*.

Nov 1992 to 1995 Senior Vice President of Capital Markets and Securities Department and member of the Board of Directors of *ESER Soc*.

Dec 1996 to July 2000 Head of Financial Markets, Capital Markets and Studies Department and responsible for the Treasury of *Banco Espírito Santo*.

July 2000 Assistant to the Board of Directors of *Banco Espírito Santo*.

March 2003 General Manager of *Banco Espírito Santo, SA*

March 2004 Member of the Board of Directors of *Banco Espírito Santo, SA*

Corporate positions:**Board of Directors**

- Banco Espírito Santo, SA (Member)
- BES-Vida, Companhia de Seguros (Member)
- Banco Espírito Santo de Investimento, SA (Member)
- Portugal Telecom, SGPS, SA (Member)
- Bank Espírito Santo International Limited (Chairman)
- BIC – International Limited (G.C.) (Chairman)
- ESAF – Espírito Santo Activos Financeiros, SGPS, SA (Member)
- Espírito Santo PLC – Dublin (Chairman)
- Banco Espírito Santo do Oriente, S.A. (Member)
- BES Finance Limited (Member)

Curriculum Vitae

Name: Michel Goutorbe

Date of birth : 16.11.1956

Civil status: Married
1 daughter

Academic background :

- BAC B
- Degree in private Law
- CESA of Management HEC

Career

Since November 1990 – Credit Agricole

- Since January 2006 – Vice General Manager of Predica
- Jan 2000 – Dec. 2005 – Vice General Manager of Pacifica
- April 1996- Dec. 1999- Executive Vice President for the Markets department.
Later appointed Commercial Executive Vice President of, Crédit Agricole Anjou Maine
- Jan 1995- March 1996 - Responsible for retail segment, Crédit Agricole Centre Est.
- Novr 1990 - Dec.1994- Responsible for Insurance at, Crédit Agricole Ain Saône et Loire

February 1981 - October 1990 – GROUPAMA

- May 1993-October 1990 - Technical responsible (Products and accidents)
- February 1981-April 1983 : Lawyer at UCCMA Paris (Groupama Central)

Curriculum Vitae

Name: Alberto Alves de Oliveira Pinto

Date of Birth: 26.06.1932, Paços de Brandão – Feira, Portugal

Academic background:

- Degree in Economics and Finance (1951/1956)

Professional experience:

- After a few months internship at *Banco de Portugal*, in June 1957 went to Luanda, to join the *Conselho de Cambios de Angola* (Exchange Commission of Angola) - later renamed to *Inspecção de Crédito e Seguros* (Loan and Insurance Inspection).
- September 1958: Senior manager at the Angolan Central Bank. being appointed August 1962: CEO of the Angolan Central Bank; responsibilities: executive management of all activities of the Treasury of the Portuguese territory at the time, reporting to the Board, headquartered in Lisbon.
- October 1968: returned to Lisbon, as General Secretary of the Bank, which continued to include the supervision of the Bank in Angola, with additional responsibility of management of the bank in Portugal. At that time the main objectives were to increase the number of branches of Metropole and expand the commercial banking activity.
- January 1974 to February 1976: Member of the Board of Directors of *Sociedade Central de Cervejas, SARL, Companhia de Cervejas Coimbra, SARL* and Chairman of *COMPAVE, SARL*, owned by *Banco Português do Atlantico*.
- February 1976 to January 1979: Chairman of Management Board of *Banco Nacional Ultramarino*,

- January 1979 to July 1980: Vice –Governor of *Banco de Portugal*.
- July 1980 to July 1989: Chairman and CEO of *Caixa Geral de Depósitos*.
- May 1982 to July 1989: Chairman of *Locapor – Companhia Portuguesa de Locação Financeira Mobiliária*.
- June 1984 to November 1985: Chairman of *Imoleasing – Sociedade de Locação Financeira Imobiliária*.
- June 1986: received the title of “Comenda da Ordem de Mérito”
- July 1987: was awarded “Medalha de Mérito D. João VI (Rio de Janeiro, Brazil).
- December 1987 to July 1989: Vice-Chairman of *Grupo das Caixas Económicas da Comunidade Económica Europeia*.
- July 1989: returns to *Banco de Portugal* as economics consultant.
- July 1991 to April 2005: founding member and Chairman of the Board of a new bank – *Banco Nacional de Crédito Imobiliário* .
- February 2006: Non-executive Member of the Board of Directors of *Banco Espírito Santo* .
- September 2006: Non-executive Member of the Board of Directors of *GALP Energia*.

Curriculum Vitae

Name: Nuno Godinho de Matos

Date of birth: 31.10.1949

- Degree in Law by *Universidade Clássica de Lisboa*, in 1973, class 1968/1969 1972/1973.
- Militant of the students' movement at *Universidade de Lisboa*.
- In the electoral campaign of 1969 joined CEUD and later to *Acção Socialista Portuguesa*.
- Founder of *Partido Socialista*, in 1973, during the congress held in Germany.
- Member of the management commission of Partido Socialista, since the Congress in 1974 until December 1978, when he resigned from member of the party, leader and deputy of Portuguese Parliament.
- Secretary and Chief of cabinet of the Ministry of Justice Salgado Zenha during the first provisory Governments.
- In 1975, was elected deputy to the *Assembleia Constituinte*.
- In 1976 was elected deputy to the Portuguese Parliament
- Was deputy for several times in the European Council and European Parliament
- Elected representative at *Assembleia Parlamentar* in European Council.
- In 1975 worked in the Parliamentary Group of *Partido Socialista*, in European Parliament.
- In December 1978 resigned from the management commission of *Partido Socialista* and from deputy to Portuguese Parliament resigning from *Partido Socialista* because he was not in consonance, with the political orientation that caused the defeat of the Nobre Costa government program.
- In 1979 in intercalary elections, was elected deputy to Portuguese Parliament for the *Grupo Parlamentar dos Reformadores*, whose deputies where elected after a parliamentary agreement with Francisco Sá Carneiro.
- After the first election of Mário Soares as President of the Republic, rejoined *Partido Socialista* as militant.
- Was elected representative of *Partido Socialista* at the *Comissão Nacional de Eleições*, during the mandate 1995-1999, as spokesman.
- Member of “Liga Portuguesa dos Direitos do Homem”.

- Member of “Sociedade Hípica Portuguesa”.
- Lawyer in Lisbon since 1976, being the exclusive profession since he left political activity in 1980.

Curriculum Vitae

Name: João Eduardo Moura da Silva Freixa

Born in : Évora, Portugal 1956

Civil Status: Married,
2 daughters

Academic Background:

- Graduated in business management from the ISE School of Economics (Instituto Superior de Economia), in 1978
- Concluded the first MBA programme organised by *Universidade Nova de Lisboa* (in collaboration with the Wharton School of Business), in 1981

While still a student, he was Trainee Assistant at the ISE, and after graduating, Assistant and Invited Assistant – maintaining this latter position until 1986.

Career :

1978 to 1979: Auditor at Price Waterhouse and from

1979 to 1985: Financial Manager in a Portuguese industrial Group.

1985: Joined Barclays Bank, at first as Assistant Operations Manager, subsequently rising to the position of Credit Manager, Manager of Financial Markets and Financial and Large Corporates Manager

1993: Appointed Deputy General Manager, coordinating all business areas in Portugal.

1996 to 1997 Worked in London, initially as Iberia Manager - Capital Markets with Barclays de Zoete Wedd (BZW) and later as an executive member of the European Retail Banking Group and Treasury Director, with responsibility for treasury and trading operations in continental Europe (namely France, Germany, Greece, Spain and Portugal).

1997: Returns to Portugal as General Manager and CEO Portugal of Barclays Group. In this capacity, he coordinated all the Group's activities in Portugal, namely in retail banking, private banking,

large corporates, asset management, brokerage and life insurance. Among other positions, he was Manager and legal representative for Portugal of Barclays Vida Y Pensiones and Executive Director of its parent company in Spain, and Chairman of the Board of Directors of several companies of the Barclays Group in Portugal, in particular of mutual and real estate fund managers.

2000 to 2002: Member of the Board of the Portuguese Banking Association.

After 17 years with Barclays, he left the Group at the end of 2002 and at the beginning of 2003 was appointed Chairman and CEO of Euronext Lisbon, member of the Executive Board of the Stock Exchanges of Paris, Amsterdam and Brussels and also of the Euronext NV holding company. In these positions, he conducted the operational and regulatory integration of Lisbon's cash and derivatives markets with the Euronext platforms and restructured the two national companies (Euronext Lisbon and Interbolsa). At the time he left Euronext he accumulated these functions with the position of international head of Euronext's Information Services SBU, one of the Group's three SBUs.

October 2004: Invited to join the Board of Caixa Geral de Depósitos as Vice-Chairman, a position which he held until August 2005; in this capacity he was in charge of the global coordination of CGD's domestic commercial activities, being directly responsible for the areas of marketing, electronic channels and large corporates. At the same time he was also Vice-Chairman of Banco de Investimento (Caixa BI) and non-executive Director of EDP - Energias de Portugal.

October 2005: Joined BANCO ESPÍRITO SANTO as Advisor to the Board of Directors, a position which he held until August 2006.

Since Sep.2006: Member of the Board of Directors of Banco Espírito Santo.

CURRICULUM VITAE

Name : Ricardo Abecassis Espírito Santo Silva

Civil Status: Married

Academic Background:

- Degree in Economics – The City University, London, England

Professional activities:

Since October 2000: **BES Investimento do Brasil** - São Paulo, Brazil - Vice Chairman

Oct 1997 to Sep 2000: **Banco Boavista InterAtlântico** - Rio de Janeiro, Brazil – Vice Chairman

July 1995 to Sep 1997: **Banco Espírito Santo** - Lisboa, Portugal –Executive Vice President of the International Department

Nov 1991 to June 1995: **Espírito Santo Bank of Florida** - Miami, U.S.A. – Senior Vice President
Responsible for the International Private Banking Department and Correspondent Banks.

Sep 1987 to Oct 1990: **Banco InterAtlântico S.A.** - São Paulo, Brazil- Vice President for the International Department.

April 1984 to Sep 1984: **Bank of America** - Rio de Janeiro e São Paulo, Brazil - ssistant Vice Presidente, CorrespondentesCorrespondent Banks Department.

April 1981 March 1984: **Chase Banco Lar** - São Paulo, Brasil –Account Manager at Corporate Banking Department

Jan.1980 to March 1981: **Banco Mercantil de São Paulo** - São Paulo, Brasil – Vice Account Manager
Cambuci branch.

Curriculum Vitae

Name: Jean-Yves Hocher
Date of Birth: 24.08.1955, Sint Lô(Manche)
Civil Status: Married
4 children

Academic Background:

- 1978 – Degree by *Institut Nationale Agronomique Paris-Grignon*
- 1979 – Degree by *École nationale du Génie Rural, des Eaux et Forêts*

Career:

1981 – Ministry of Agriculture – Department of Agriculture of Marne – Manager.
1984 – Ministry of Agriculture – Responsible for the Industrial Policy of the Forest Department.
1986 – Ministry of Economics and Finance – Responsible for the Treasury (financing of agriculture, workmanship and fishing).

Fédération Nationale de Crédit Agricole :

1989 – Director of banking issues
1983- Senior Vice-President
1997 – General Manager
October 2001 : General Manager of *Caisse Régionale de Crédit Agricole Charente Maritime Deux -Sèvres*
January 2006 : General Manager at PREDICA.
Vice-President of the *Pôle Assurances Crédit Agricole, SA*

Corporate positions:

- PACIFICA – Branch of *Assurance Dommages of Crédit Agricole*. (Member of the Board of Directors)
- Médicale de France (Member of the Board of Directors)
- Board member of BGPI (Member of the Board of Directors)

- KORIAN (Member of the Board of Directors)
- GECINA (Member of the Board of Directors)
- Supervisory Board of Unipierre Assurance. (Chairman)

Other :

- Awarded the title of *Chevalier du Mérite Agricole*
- Awarded the title of *Chevalier de l'Ordre Nationale du Mérite.*

Curriculum Vitae

Name: Pedro Mosqueira do Amaral

Date of Birth: 27.06.1968

Languages:

- English, German French and Portuguese

Academic background:

Bachelor in Business Administration, European University of Brussels

Career:

Since 2006: Member of the Board of Directors of BES GmbH

1996 to 2008: Banco Espírito Santo
Since 2001 in the BES representative Office in Colónia , Germany, responsible for the wholesale funding area, in that country and for the relationship between BES and the main financial institutions in Germany.

1996 to 2001 - Joined the Financial Markets department, in the area of market making o Portuguese public debt (Specialized *(Operador Especializado de Valores do Tesouro)*).

1994 to 1996: Bankhaus Sal. Oppenheim & Cie - *Portfolio Manager*

Short Biography

José Epifânio da França took a degree at *Instituto Superior Técnico* in 1978. Graduated in 1985 at the Imperial College of Science and Technology, London, United Kingdom and in 1992 became teacher of the *Universidade Técnica de Lisboa*. University Professor at the Computer and Electronic Engineering Department at *Instituto Superior Técnico* and Adjunct Professor at the College of Electronic Engineering at the Hong Kong Chinese University. In 1987 founded the *Grupo de Circuitos e Sistemas Integrados* and in 1994 the *Centro de Microsistemas* of the *Instituto Superior Técnico*, of which he was Executive Vice President. Member of the Directive Board of the *Instituto Superior Técnico* between 1987 and 1991 and member of the *Senado Universitário* at *Universidade Técnica de Lisboa*, between 1990 and 1992.

In March 1987 was the co-founder of *CHIPIDEA Microelectrónica, S.A.*, the first Portuguese company to produce analog mixed signal integrated circuits. Nowadays *CHIPIDEA Microelectrónica, S.A.* employs 350 people in 6 different facilities: 2 in Portugal (Lisbon, and Maia/Porto), 1 in France (Caen), 1 in Poland (Gdansk) 1 in Belgium (Leuven) and 2 in China (Macau and Suzhou), and has around 250 clients in the three most important geographic areas of the semiconductors industry (USA, Canada Europe and Israel, in Asia and Japan). *CHIPIDEA* supplies 15 of the 20 most important companies of semiconductors, including the top 5.

In Portugal *CHIPIDEA* employs more than 210 highly qualified people in the area of microelectronics and was responsible for the return of Portuguese specialists, working at great corporations and research centres in Europe.

Between 2000 and 2007, *CHIPIDEA* was considered one of the 500 European companies with the better performances in business development and employment creation (Europe 500). During this period only 18 European companies were always on the list. In 2004, 2005, 2006 and 2007, *CHIPIDEA* was market leader in analog/mixed-signal Semiconductor Intellectual Property, according to the Gartner Dataquest world reports.

In August 2007, MIPS Technologies, (Mountain View, California), listed in Nasdaq, acquired *CHIPIDEA*. Mr. José Epifânio da França became a member of the Board of Directors of MIPS and is the Chairman of the Portuguese subsidiary *CHIPIDEA Microelectrónica, S.A.*

Regarding the academic and scientific activity, Mr França was the responsible for 12 graduation programmes and 20 masters degree programmes and was an active

participant in over 30 Development and investigation Projects in the circuits and analog mixed signal systems , namely European projects within companies and Universities. Beyond the projects he was also responsible for I&D contracts with some of the most important European companies(Nokia Mobile Phones, British Telecom, Austria Micro Systems) European Silicon Structures, Atmel, Siemens). The main results of his academic works were published in 60 journal papers, 200 conference papers and in several investigation books, of which the contribution to the Wiley Encyclopaedia of Electrical and Electronics and Engineering is the most relevant. He is author and co-author of five international patents regarding the switched –capacitor circuits.

Member of the Steering Committee of the ESSCIRC /ESSDERC (European Solid-State Circuits Conference and European Solid-State Device Research Conference), of the Technical and European Programme of the International Solid-State Circuits Conference and of the Technical Programme Committee of several other international Conferences.

General Chair of the International Conference of Circuits and Systems organized by the IEEE (Institute of Electrical and Electronic Engineers), held in Lisbon in 1998, Vice General Chair of the DATE 2001 (Design, Automation and Test In Europe Conference), held in Munich and General Chair of DATE 2002, held in Paris. He was also General Chair of the ESSCIRC /ESSDERC 2003 (European Solid-State Circuits Conference and European Solid-State Device Research Conference), HELD IN Lisbon in September 2003.

Elected member of the Governors Council of the Circuits and Systems Society of IEEE (Institute of Electrical and Electronic Engineers) in 1997-1999 and named for the Executive Committee of the European Systems and Circuits Society, in 1998- 2001.

Elected Fellow of the IEEE in 1997; in 1999 received the “Golden Jubilee Medal Award” of the Circuits and Systems Society. This distinction was awarded to the 100 scientists who gave a major contribution to the development of the circuit and systems theories and techniques during the 50 years of the society.

He was also Distinguished Lecturer of the Circuits and Systems Society of IEEE, having presented several seminars and lectures in universities and companies around the world.

In 2006 was awarded the title of “*Grande Oficial da Ordem do Mérito*”

In 2006 was also awarded the title of “*Doutor Honoris Causa*” in Science for the University of Macau.

In 2008 was awarded the “*Prémio Universidade de Coimbra*”

In 1991 -1992 was Secretary of State for Education

Curriculum Vitae

Name: Isabel Maria Osório de Antas Megre de Sousa Coutinho
Date of birth: 12.12.1946
Civil Status: Married,
3 children

Academic background:

- Degree in Finance at *Instituto Superior de Ciências Económicas e Financeiras (ISCEF)* in 1969.

Languages

- French and Spanish - fluent
- English and Italian

Career:

2001-2003 – Chairman of *Fundação Pão de Açúcar* – Auchan

2001-2003 – Executive Vice President of the Forum “ECR Portugal” representing the Auchan Group.

Representative of the Auchan Group Portugal in an international Work Team regarding the restructuring of the Auchan Group supermarkets.

1999-2003- Institutional Relations Manager of the Auchan Group.

Vice Chairman of *APED – Associação Portuguesa de Empresas de Distribuição*.

1996-1999- International Buying Department of Group Auchan.

1994-1996- Member of the board of directors of Jumbo Comercial – Spain

Executive manager of the holding *Pão de Açúcar Group*, being responsible for the Commercial Development Department in Portugal and Spain.

Member of the Board of Directors of *Planco – Comércio Internacional* the Commercial Development Department in Portugal and Spain.

Member of the Board of Directors of *Companhia Portuguesa das Lojas Desconto (Minipreço)*

1992-1995 – Member of the Board Of directors of Pan de Azucar, SA

1991-1993 – Member of the Board Of directors of *Mundipex* – a company acquired by *Pão de Açúcar, Group*.

Commercial manager of *Pão de Açúcar Group*

Vice Chairman of *ANS- Associação Nacional de Supermercados*.

- 1988-1990** - Executive Vice President of *Jumbo - Cascais*
- 1978-1987** - Executive Vice President of the Buying Department of *Pão de Açúcar Group*.
- 1973-1977** - Executive Vice President of the Marketing Department of *Pão de Açúcar Group*.
- Member of the Board of Directors of *Hospedeiras de Portugal* (1973-1990)
- 1971-1973** - Assistant of the Commercial Executive Vice President of *Pão de Açúcar Group*.
- 1970-** Founder of *Pão de Açúcar Group* in Portugal and employee since its foundation in the Buying Department.

CURRICULUM VITAE

Name: João de Faria Rodrigues

Civil Status: Married

Academic background:

- Degree in Business Administration from the *Instituto Superior de Economia* (1980)

Professional skills

- Official Accounts Auditor (1992)
- Official Accountant (1980)

Professional Experience

From September 1973 to May 1987

Turquands Barton Mayhew (currently Ernst & Young)
Audit department

Had been successively promoted to different professional categories, having achieved the Supervisor category. Participated, with an increasing degree of responsibility I, in numerous exams and account auditing of domestic and foreign firms of different sizes and kinds of industries. Due to their specific nature, the following are highlighted: company evaluation, accounting systems analysis and internal control. Subsequent preparation of reports with improvement recommendations.

From May In 1987 to May 1995

Interaudit / Consulteam, S.A. / Spicer & Oppenheim International

Audit Department Manager

Responsibilities included the audit of companies and other entities from different sectors of activity, including public sector as well as enterprises responsible for the European Union funds management. As a management consultant participated in different projects in the financial management and developed investment projects.

From May 1995 to September 1997

Camacho Palma & Lisboa Afonso – SROC

Within the exclusive contract scope with Camacho Palma & Lisboa Afonso – SROC, was responsible for planning, supervision and review of official accounts related work of the firm's clients.

As the Audit Department Manager at Deloitte & Touche was responsible for the audit of firms and other entities from different sectors, while also supporting the fiscal department.

From September 1997 to presently

Grant Thornton & Associados – SROC, Lda.

Senior Audit Manager responsible for the preparation and presentation of the new audit proposals, for planning, supervision and implementation of audit work, due diligence and official accounts audit, while also reviewing the work implemented by other managers.

Professional Training:

- Participated in different professional specialisation courses, organised by Grant Thornton, Deloitte & Touche and other employers, in Portugal and abroad, in the areas of accounting, financial audit, management consulting, fiscal and IT.
- Participated in different training sessions organized by the Official Auditors Board, where holds membership, in the areas of accounting financial audit and fiscal.
- Co-responsible for the professional training at the Audit Department of Grant Thornton.
- Monitor training courses for the employees of Grant Thornton and Deloitte & Touche.

Languages:

- English: good spoken and written knowledge

Professional membership:

- Member of the Certified Accountants Board
- Member of the Chamber of Chartered Accountants
- Member of the Economists Board

