REGULATION OF THE REMUNERATIONS AND APPOINTMENTS COMMITTEE
Regulation of the Remunerations and Appointments Committee

ARTICLE 1
PURPOSE

This Regulation sets out the rules regarding the powers, organization and operation of the Remunerations and Appointments Committee of GREENVOLT — ENERGIAS RENOVÁVEIS, S.A.

ARTICLE 2
APPOINTMENT AND CONSTITUTION

1. The Remunerations and Appointments Committee shall be appointed by the Board of Directors.

2. The Remunerations and Appointments Committee is composed of 3 non-executive Directors of the Company.

ARTICLE 3
POWERS

1. The Remunerations and Appointments Committee acts as an internal committee of the Board of Directors.

2. The Remunerations and Appointments Committee is responsible for:

   a) Developing the recruitment and remuneration policies, fixed and variable, of employees of the Company and its subsidiaries to be submitted for approval by the Board of Directors;

   b) Monitoring the implementation of the above-mentioned policies and verify and assess the compliance with same;

   c) Proposing to the Board of Directors the definition of criteria for the selection, composition, and necessary powers for the internal structures and bodies of the Company and of the companies of the Greenvolt Group, as well as of other entities in respect of which the Company has the right to appoint the members of the governing bodies, and the repercussions on their composition, drafting the instruments and policies that reflect these criteria, promoting merit, adequacy to the functions and diversity;
Collaborating with the Company's Shareholders' Remuneration Committee, namely by submitting proposals with criteria on the remuneration policy of the Company's governing bodies;

Assisting the Board of Directors in identifying and selecting potential candidates to be included in the list of persons recommended for appointment as members of the Board of Directors to be submitted to the General Meeting, promoting the replacement or filling of vacant positions on the Company's governing bodies in a timely manner;

f) Assisting the Board of Directors in the assessment of the request made by executive members of the Board of Directors for holding executive management positions in entities outside the Group, following the notice made by the member in question.

3. The Remunerations and Appointments Committee shall forward to the Board of Directors all documentation and information relating to the performance of its powers.

ARTICLE 4
OPERATION

1. The Remunerations and Appointments Committee shall establish the dates and periodicity of its meetings, convening at least twice in each calendar year.

2. Meetings shall be convened by the member who is designated responsible, at the first meeting of the Committee, to convene them, on his own initiative or at the request of any of the members of the Committee, at least 5 (five) days in advance by email.

3. The agenda for the meetings of the Remunerations and Appointments Committee will be approved in advance by the member responsible for distributing it to the other members at the same time as the convening notice.

4. Any member of the Remunerations and Appointments Committee may request the inclusion of other work items on the agenda.

5. The meetings of the Remunerations and Appointments Committee shall take place at the Company's registered office or at another place chosen for this purpose, and may take place through telematic means, such as videoconference or
6. The Remuneration and Appointments Committee may only act validly and effectively at meetings where the majority of its members are in attendance.

7. The resolutions of the Remuneration and Appointments Committee will be taken according to the plurality of votes of the members in attendance.

8. Any member of the Remuneration and Appointments Committee may be represented at a meeting by another member, by means of simple letter, however, each representation instrument may not be used more than once.

9. The Chief Executive Officer shall attend the meetings of the Remuneration and Appointments Committee.

ARTICLE 5
TERM OF OFFICE

1. The term of office of the Remuneration and Appointments Committee is the same as the term of office of the Board of Directors which has appointed it.

2. The Board of Directors may, at any time and for any reason, approve the removal of one or more members of the Remuneration and Appointments Committee.

3. The members of the Remuneration and Appointments Committee may resign, at any time and for any reason, from their office, maintaining their status as directors of the Company.

ARTICLE 6
MINUTES

1. The minutes of all meetings will be drawn up and subsequently approved and signed by the members in attendance.

2. Once approved and recorded in a separate book, the minutes of the meetings are made available to the other members of the Board of Directors.

ARTICLE 7
FINAL PROVISIONS

1. This Regulation shall enter into force on the date of its adoption by the Board of Directors.

2. Any amendment to this Regulation falls under the exclusive competence of the
Board of Directors.

3. For all that is not provided for in this Regulation, the provisions of the Regulation of the Board of Directors shall apply, and the latter shall prevail in the event of conflict.