(translation from the Portuguese original)

Item 3

PROPOSAL

The Board of Directors proposes to the Shareholders' General Meeting that, in accordance with applicable legal and statutory provisions, the results of the fiscal year, in the negative amount of 305,834.84 Euros (three hundred and five thousand eight hundred and thirty-four Euros and eighty-four cents), be allocated to the Retained Earnings account.

Additionally, the Board of Directors proposes that the global amount of 694,000.00 Euros (six hundred and ninety-four thousand euros) be distributed to employees, as profit sharing and based on existing retained earnings, in terms to be defined by the Board of Directors, a bonus which is already reflected in the net result for the 2023 financial year.

Oporto, 5th April 2024.

On behalf of the Board of Directors,