



CTT – Correios de Portugal, S.A.
Av. dos Combatentes, no. 43 – 14th Floor
1643-001 LISBOA
Lisbon commercial registry and
fiscal no. 500 077 568
Share Capital EUR 66,910,000.00

Announcement – Lisbon, 7 January 2026

Material information

CTT – Correios de Portugal, S.A. ("CTT" or "Company") announces that its CEO, João Bento, having turned 65, decided, according to his personal plan, to terminate his executive life at the end of the present term of CTT's Board of Directors, thus concluding his role at the next Annual General Meeting, on 30 April 2026.

After a due process conducted within the scope of the so-called *Succession Policy for Members of the Management and Supervisory Bodies of CTT*, ("Succession Policy") a group of shareholders, including the Manuel Champalimaud Group, Indumenta Pueri, Greenwood Investors and Grupo Sousa, will propose that Guy Pacheco be elected as CEO in the next Annual General Meeting and João Sousa as CCO for the 2026-28 term. The Executive Committee of CTT will thus continue to have a core of executives involved in the definition and the execution of the strategy over the past two terms.

João Bento was appointed to the Board of Directors of CTT on 20 April 2017, as a non-executive director, and became CEO on 22 May 2019. During his tenure as CEO of CTT, João Bento led a profound and successful transformation, turning CTT from a Portuguese postal operator into a leading Iberia logistics player. Key milestones of this transformation include the (i) turnaround of the Express & Parcels operations in Spain, (ii) the push for a new postal law and the resulting new concession contract of the universal postal service, (iii) the growth and consolidation of Banco CTT and the establishment of a strategic partnership with Generali, (iv) the establishment of an engineering division following the creation of the Locky architecture and network, (v) the acquisition of Cacesa and (vi) the establishment of the joint-venture partnership with DHL.

As a result, between 2018 and 9M25¹, revenues and recurring EBIT of CTT grew at a CAGR of 8.5% and 7.5%, respectively, and e-commerce Solutions became the area that contributes more to revenues and recurring EBIT with 47% and 46%, respectively and to growth. Also, during this period, CTT established a clear shareholder remuneration policy and implemented three share buyback programmes totalling 11% of the previous share capital.

Guy Pacheco was appointed to CTT's Board of Directors in December 2017 as CFO² and, since then, has played a key role in the Company's transformation, being directly engaged in the definition and

¹ Last 12 months ending on 30 September 2025

² Prior to CTT, Guy Pacheco had extensive experience and transformational profile in functions related to strategic transformation of the telecommunications and digital business sector both nationally and internationally, having worked between 2001 and 2017 in markets marked by a challenging regulatory, technological and competitive context and having been, between 2007 and 2011, specially involved in transformation and continuous improvement projects.



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execution of its strategic, operational and capital allocation decisions across two full management terms. As CFO, he is responsible for planning and control, accounting and tax, facilities management, procurement, real estate, corporate finance, and investor relations. However, his span of action extends well beyond strict financial functions, covering core enterprise capabilities that are key to CTT's value creation, scalability, and long-term competitiveness, including information systems, engineering and maintenance, operations strategy, and transformation. Furthermore, he has also been a non-executive director of Banco CTT since 2018.

The executive team will maintain a high degree of continuity with the previous terms of office. João Sousa, who has been leading the commercial strategy and execution for both Mail & Services and e-commerce Solutions, will also be reconfirmed. He has played a pivotal role in the transformation of CTT, notably by instilling a proactive sales mindset, while driving the strengthening of the business product portfolio, thereby enhancing CTT's market positioning and competitive advantages. Within the scope of the above-mentioned Succession Policy, a new CFO has been selected and will be communicated in due course, thus assuring a swift transition of the financial leadership.

All three executives will be proposed for election at the next Annual General Meeting for the 2026–28 term by the above-mentioned group of shareholders.

Against this backdrop, CTT strongly reaffirms the strategy and financial ambition disclosed at its most recent Capital Markets Day, held on 4 November 2025.

This information is made available to the market and the public under the terms and conditions of Article 29-Q of the Portuguese Securities Code and other legislation in force in Portugal. It is also available on the CTT website, under

https://www.ctt.pt/grupo-ctt/investidores/comunicados/index?language_id=1.

CTT – Correios de Portugal, S.A.

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