

DECLARATION OF NOMINATIONS, EVALUATIONS AND REMUNERATIONS COMMITTEE

The Nominations, Evaluations and Remunerations Committee of the company Toyota Caetano Portugal, S.A., under the terms and for the purposes of articles 26-A and 26-B of the Securities Code, hereby declares the following:

a) Compliance with the Remuneration Policy in force in the Company during the 2021 financial year:

After analyzing the remuneration report prepared by the Board of Directors of Toyota Caetano Portugal, SA, for the year 2021, included in the Corporate Governance Report of the same year, this Committee considers that the attribution of remuneration (fixed and variable, when applicable) to the members of corporate bodies, during the identified period, are in accordance with the remuneration policy in force in the Company, and that there was no deviation from the same.

b) Remuneration Policy for the year 2022:

The remuneration policy in force was approved by the General Meeting of the Company on the 30th November 2021 and, as it has not been subject to any change, it remains in force as of today.

Considering the current socio-economic framework and activity projections for 2022, it is understood that this policy is appropriate for the 2022 financial year, however, it should be closely monitored, considering not only the uncertainties arising from the current political situation in Ukraine but also the uncertainties of a pandemic not yet completely removed and the current crises in the sectors of supply of certain components and the difficulties

and increase in costs in the area of transport and logistics.

NOMINATIONS, EVALUATIONS AND REMUNERATIONS COMMITTEE

Alberto Luis Lema Mandim

Maria Conceição Monteiro da Silva

Francelim Costa da Silva Graça