

# **Toyota Caetano Portugal, S.A.**

Headquarters: Av. Vasco da Gama, 1410 - Oliveira do Douro

Vila Nova de Gaia

Share Capital: 35,000,000 €

Registered at Vila Nova de Gaia Companies Registry

Legal Person No. 500 239 037

## **DELIBERATIONS TAKEN AT THE ANNUAL GENERAL MEETING ON MAY 27, 2024**

**TOYOTA CAETANO PORTUGAL, S.A.** informs that the Annual General Meeting was held today, at which shareholders holding shares corresponding to 97.9901% of the share capital were present or represented, and the said General Meeting:

**Point One:** Approved, by unanimity, the Single Management Report and the Individual and Consolidated Accounts for the 2023 financial year, and respective annexes, namely the Corporate Governance Report, which includes the Remuneration Report and the Sustainability.

**Point Two:** Approved, by unanimity, the following application of the net results calculated in the 2023 financial year, in the amount of € 17.119.170,02 expressed in the individual financial statements of Toyota Caetano Portugal:

- For the account of adjustments in financial assets arising from the application of the equity method: € 4.340.219,57;
- For dividends to be attributed to capital, €0.30 per share, which, given their number (35.000.000) amounts to: € 10.500.000,00;
- For the Retained Earnings account: €2.778.950,45.

**Point Three:** Approved, by unanimity, a vote of confidence and praise for the Company's Administration and Supervision.

**Point Four:** Approved, by unanimity, the annual declaration on compliance with the Remuneration Policy regarding the remuneration of members of the Company's Management and Supervisory bodies, presented by the Nominations, Assessments and Remunerations Committee.

**Item Five:** Approved, by unanimity, the amendment to point IV of the Remuneration Policy, which reads as follows:

**“IV. OTHER BONUSES AND BENEFITS**

Additional non-cash benefits may be granted to members of corporate bodies, under the terms and conditions to be decided by the Remuneration Committee.

The Salvador Caetano Group provides all of the Company's employees with a supplementary pension plan, under the Salvador Caetano Group Pension Fund, which can be extended to members of corporate bodies, with the following rules:

**Plan A** - (Defined Benefit): Covers all employees (including members of corporate bodies) who as of 01/01/2008 had already reached, cumulatively, 50 years of age and 15 years of service in the company. It consists of the right to receive a supplementary pension paid by the aforementioned Pension Fund, equivalent to 20% of the last pensionable salary.

**Plan B** – (Defined Contribution): Covers all employees (including members of corporate bodies) hired until November 30, 2023. Consists of the right to be granted a supplementary retirement pension paid by the Pension Fund, calculated as follows : Every year, the company contributes to the Pension Fund an amount corresponding to 3% of the gross annual salary of each employee covered by this Plan, with this amount allocated to the employee. At legal retirement age, the amount accumulated with acquired rights from contributions plus income generated in the meantime will be transformed into a monthly amount to be paid to the Employee/Member of the Social Body.

**Plan C** – (Defined Contribution): covers all employees (including members of corporate bodies) hired after December 1, 2023. It consists of the right to the attribution of a supplementary retirement pension paid by the Pension Fund, calculated as follows: a Each year, the Company contributes to the Pension Fund an amount corresponding to 0.5% of the gross annual salary of each employee covered by this Plan, with this amount allocated to the employee. At legal retirement age, the amount accumulated with acquired rights from contributions plus income generated in the meantime will be transformed into a monthly amount to be paid to the Employee/Member of the Social Body.”

Vila Nova de Gaia, May 27, 2024

Toyota Caetano Portugal,  
By Administration