



**CTT – Correios de Portugal, S.A.**  
Public Company  
Avenida D. João II, nº 13  
1999-001 LISBON  
Share capital EUR 75,000,000.00  
Lisbon commercial registry and fiscal no. 500077568

**Announcement** - Lisbon, 9 February 2015

## **Material Information**

CTT – Correios de Portugal, S.A. (“CTT”) hereby informs that it has signed today, with the eleven trade unions represented in the company, the new Company Agreement (“CA”) valid for the next two years, as well as the new Regulation of the Social Works (“RSW”) system, the internal healthcare and social protection system of CTT.

This new CA strengthens a labour framework adapted to the specific nature of the company’s business, promoting good social climate and stable collective working relations, all of which are fundamental for CTT in order to face the current and future challenges. For that purpose, the new CA provides for greater alignment with general labour laws, the discontinuing of some specific allowances, the harmonisation of working hours and, for the first time in five years, a 2% increase in fixed salaries in CTT.

The new RSW of CTT maintains a high but balanced protection level, while rationalising the use of benefits. Accordingly, the fees that the beneficiaries pay to the system were increased by raising the monthly contributions and co-payments, while the all-encompassing feature of the system was maintained and some social support measures were strengthened.

The changes to the healthcare plan, allowances and working hours will result in annual cost savings to the company, while salary increases will impact costs in the opposite direction. The changes will also have a financial impact on the company’s healthcare plan liabilities. It will be communicated on 4 March 2015, within the press release of the 2014 full year results, duly supported by a final actuarial analysis.

The agreements now reached allow for improved agility and capacity of CTT to meet its customers’ needs, while maintaining the internal provision of sustainable welfare systems for its employees.

This information to the market and the general public is made under the terms and for the purposes of article 248 of the Portuguese Securities Code.

This information is also available on CTT’s Investor Relations website at: <http://www.ctt.pt/ctt-e-investidores/relacoes-com-investidores/comunicados.html?com.dotmarketing.htmlpage.langu age= 1#panel1-1>

**CTT – Correios de Portugal, S.A.**

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