



COMMUNICATION

EMPLOYEE STOCK PURCHASE PLAN FOR 2008

As part of the Group's employee remuneration and incentives policy, and aiming at a deeper alignment of the respective interests with the ultimate goal of creating shareholder value, the Executive Committee of CIMPOR – Cimentos de Portugal, SGPS, S.A. (CIMPOR) decided, as in previous years, to give employees the opportunity to invest in CIMPOR shares under favourable conditions, so as to allow them to become more closely identified with the long term goals of the company and its shareholders.

Accordingly, the Executive Committee defined an *Employee Stock Purchase Plan - 2008* to be executed upon the approval of the proposal for sale of own shares to be submitted, by the Board of Directors, on the General Assembly convened for May 9, 2008.

This Plan is addressed to (i) the directors and employees in general with a stable labour relation with CIMPOR or with companies, with head offices in the Iberian Peninsula, directly or indirectly controlled by it, (ii) the directors and managers of all Group companies with head offices abroad (according to the proposals of the senior managers of the respective areas) and (iii) other employees (indicated for that purpose by the Executive Committee), hired by companies in which CIMPOR or any of its controlled companies have a shareholding. *The Employee Stock Purchase Plan - 2008* consists of awarding each beneficiary – as decided by the Remuneration Committee with regard to the directors of CIMPOR, and by the Executive Committee, in the remaining cases - the right to acquire a specific number of CIMPOR shares at 75% of the closing market price on the date of transaction (rounded up), defined according to the following rule:

$$\text{Maximum number of shares to be acquired} = \frac{\text{Gross base monthly salary} / 2}{75\% \text{ of closing market price on transaction date}}$$

rounded down to a multiple of five or ten shares, depending on whether the above formula results in less or more than 100 shares respectively.

According to the rule above, 2,408 employees can benefit from this plan, while investing together a maximum of 2,365 thousand euros. The deadline for expressing their intention to buy the shares is April 24, and the corresponding transaction must be made until May 19, 2008.

Lisbon, 17 April 2008

The Executive Committee