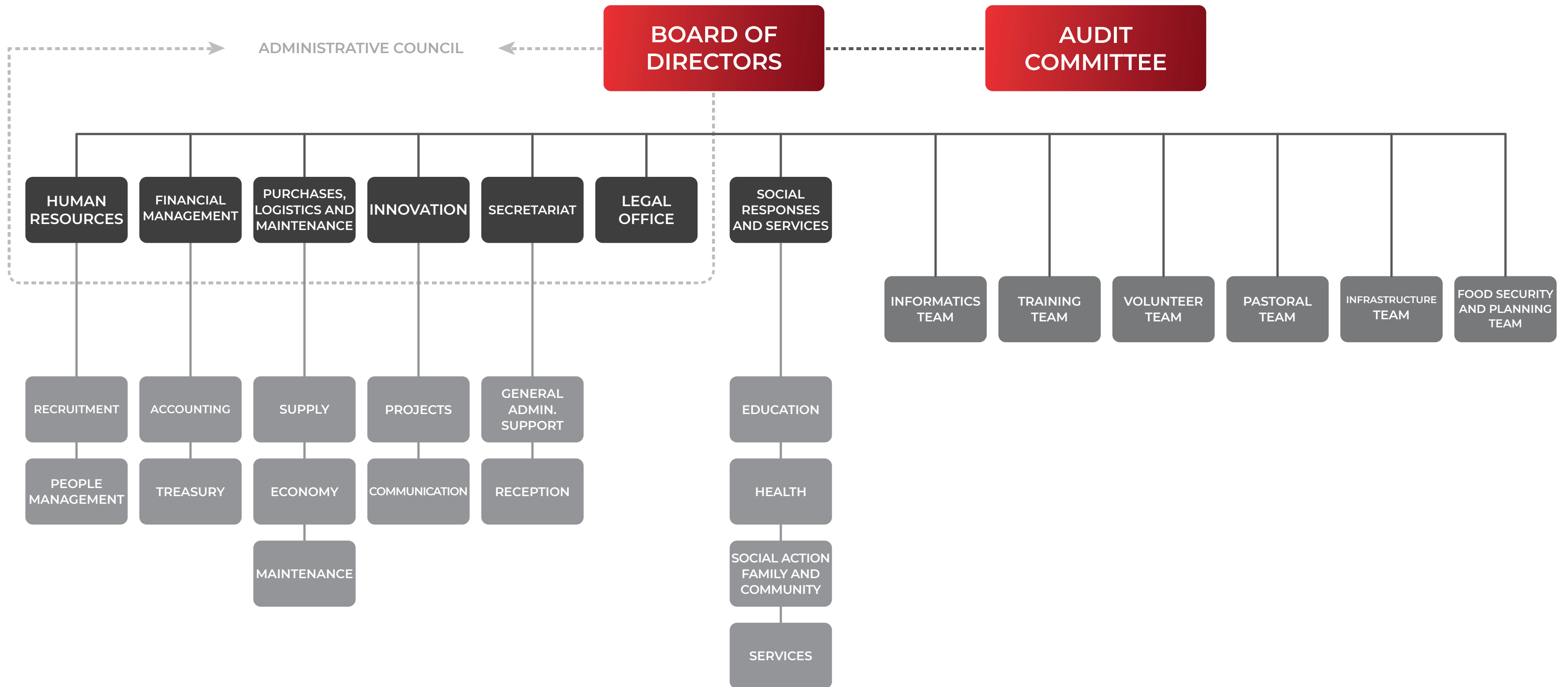


CÁRITAS COIMBRA ORGANIC STRUCTURE



The statutory management bodies are the Board of Directors and the Audit Committee. The Board of Directors is composed of the Chairman of the Board and those responsible for the areas related to administration and support services for the Institution, being an advisory body.

The internal organization of Caritas Coimbra obeys the mixed structural model:

a) The hierarchical model is adopted in the areas of activity related to administration and support services to the operation of social facilities.

b) The matrix structure model is adopted in the areas related to Social Responses, Training, Volunteering, Pastoral, Infrastructures and other Projects related to the Mission of the Institution, depending on these management teams.

The Social Responses and Services are aggregated by Intervention domains and their detailed coverage being in the organization chart called "functional structure by social response and service".