PRESS RELEASE /

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Spark Agency study involved 3,160 students from 15 Management and Technology Faculties

SONAE IN THE TOP 5 OF MOST ATTRACTIVE COMPANIES FOR YOUNG PEOPLE

- **One in every four Management university students would like to work at Sonae**
- **Leadership amongst national companies in the rankings of Management and Technology students**
- **Sonae is the favourite company in retail and commerce**

Sonae is the Portuguese company young university talents prefer to develop their careers, according to the "Portugal's Most Attractive Companies" study. The initiative developed by Spark Agency, with the support of University of Minho, consulted 3,160 management and technology students from 15 Portuguese universities, in which Sonae was placed in the top 5 ranking of companies where they would prefer to work in Portugal.

Maria Antónia Cadilhe, head of Talent Management & Development at Sonae, says: "This study recognizes Sonae as a school of leaders and talent development. Sonae has always strived to provide all employees, regardless of position, generation or geography, experiences that can advance their personal and professional growth. Results such as the one achieved in this study, strengthen our conviction that young students recognize and value that investment and look for companies and leaders that can provide opportunities to learn on a daily basis."

Aside from being the best ranked Portuguese company, Sonae is also preferred by young university students among all retail companies, as the company was most mentioned by management students as one of the companies where they would prefer to work. Likewise, it is also the most attractive for female students in the same field. Regarding the study's overall ranking, which considers every company currently operating in Portugal, Sonae is the fourth most attractive company, side by side with multinational companies such as Google, Deloitte and Microsoft. In the Management ranking, which analyses the answers from students of this field, Sonae occupies a featured second position, taking the fourth position in the Technology ranking.

Sonae is a multinational company managing a diversified portfolio of businesses in retail, financial services, technology, shopping centres and telecommunications. Present in over 70 countries, it reached a turnover of more than 5 billion euros by the end of 2015.
Find out more at www.sonae.pt

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Maria Antónia Cadilhe concludes: “Sonae’s attractiveness among young students is not only a result of the possibility they are given to learn and contribute to a shared purpose, but also of the importance the company gives to their interests and expectations. The Contacto Programme, a pioneer initiative in Portugal to recruit young people with high potential, is an example of our ability to overcome the challenges brought upon by the different generations of young talents throughout these past 30 years.”

About “Portugal’s Most Attractive Companies”

Portugal’s Most Attractive Companies is a study developed by Spark Agency, in collaboration with the School of Economics and Management of the University of Minho, in which the latter was in charge of the technicalities of the study and complying with strict methodological standards. The second edition of Portugal’s Most Attractive Companies continues one of the most comprehensive research studies conducted with young Portuguese university students.

Counting 500 more answers against the 2015 edition, this study gathered the opinion of 3,160 university students, 1,584 Management students and 1,576 from the Technology field, from some of the best Portuguese schools: Católica Lisbon School of Business & Economics (CATÓLICA-LISBON); School of Economics and Management (EEG) and School of Engineering (EE) of the University of Minho (UMinho); School of Technology and Architecture (ISTA) and ISCTE Business School (IBS) of the University Institute of Lisbon (ISCTE-IUL); Faculty of Sciences and Technology (Nova FCT) and Nova School of Business & Economics (Nova SBE) of the Universidade Nova de Lisboa (UNL); Faculty of Sciences and Technology (FCTUC) and Faculty of Economics (FEUC) of the University of Coimbra (UC); Faculty of Economics (FEP) and Faculty of Engineering (FEUP) of the University of Porto (UP); Lisbon’s School of Economics and Management (ISEG) and Technical Institute (Técnico) of the Universidade de Lisboa (ULisboa); Porto School of Engineering of (ISEP) of the Polytechnic Institute of Porto (IPP); and the University of Aveiro (UA).

More information at empresasmaisatrativas.pt.