Press Release

Maia, 14 March 2022

Sonae Companies are recruiting 80 young talents through Contacto Programme

- **Applications are available from today through 13 April, open to finalists or recent-graduates from bachelor's and master's degrees**
- **Contacto Programme reaches record number of opportunities**
- **Sonae Companies allow trainees to develop a customised journey with mentorship, networking and contact with business leaders**
- **Contacto Programme evolves in its image, in line with Sonae's new identity**

Sonae Companies will provide 80 young talents with the opportunity to begin their professional careers in the Group. Through the Contacto Programme, an initiative that includes Sonae, Sonae Capital and Sonae Arauco, these young adults will be able to develop their potential through paid internships which will open doors for a career in the Sonae universe.

Applications can be submitted until 13 April and are open to finalists or recent-graduates in bachelor's master's degrees. The Contacto Programme is aimed at young adults in several academic areas, namely Information Technology, Computing, Engineering, Physics, Mathematics, Statistics, Data Analysis, Management, Economics, Finance, Marketing, Communication, among others. The internships will take place in areas such as food retail, fashion, electronics, financial services or energy.

Interested applicants should register at https://sonaetrainee.com, filling in a form and uploading their CV. Following the application, they will be invited to participate in a series of online gamified assessments, which evaluate the required profile's correspondence with the Programme and Sonae values.

Eduardo Mendes, Head of People & Leadership at Sonae, says: "We are recruiting young talents who seek to contribute to create today a better tomorrow, for all. We privilege those with an entrepreneurial spirit, great eagerness to learn and to cause impact. Each trainee is provided with a unique experience, based on a customised journey, in which they will develop personal and professional competences, through mentorship, networking and contact with business leaders. At the end of the Programme, young talents have the opportunity to continue their path at one of our companies."

Sonae exists to create a lasting positive impact on businesses, people, communities and on the planet. Managing a diverse portfolio of businesses in retail, financial services, technology, investments, shopping centres and telecommunications, we make the most of our expertise and push ourselves to create the future we all want and need. Creating today a better tomorrow, for all.
Find out more at www.sonae.pt

For more information, contact:

Diogo Simão
Director / BAN Corporate & Media Relations
M. +351 93 652 86 39 • E. ds@ban.pt

Upon the application and the online tests, a group of candidates will be selected to participate in the Assessment, which will take place between late April and early May. The applicants will go through a series of steps: a pitch interview; a networking moment, where they can introduce themselves and interact with Sonae Companies' leaders; and a group of final interviews. In May, we will reveal the 80 trainees who will participate in the Contacto Day and have the opportunity to complete an internship at Sonae.

Customised journey

The Contacto Programme allows young talents to make their own journey, according to their own preferences. During the selection process, future trainees have the opportunity to meet all the internship mentors (Business Leaders) and the areas they represent. At the end, they can choose the area they would like to work at.

Throughout the entire internship, trainees are mentored by their Business Leaders, so as to guarantee their integration into the teams, skills development and the conditions to be able to put forward new ideas, solutions and projects.

The Programme begins in September, with the Onboarding, when the Group introduces its culture and several business areas, allowing trainees to already begin creating their own network. During their internships, the young adults will take part in a strategic challenge, helping them have contact with new roles, teams and issues, broadening their technical skills and knowledge of the Group.

Trainees have the ongoing assistance of the Contacto Programme team, in order to guarantee the experience evolves according to their expectations. Likewise, they also have access to an exclusive ongoing training programme, designed in accordance with the training needs identified by themselves.

New image and focus on "Own your Journey"

The Contacto Programme follows the "Own your Journey" motto, seeking to feature the customisation of the journey offered to trainees. This innovation comes with a new image, in line with the evolution of Sonae's identity presented last month.

Internationally awarded initiative

The Contacto Programme was created in 1986 with the purpose of recruiting high-potential young talents for Sonae Companies. Throughout its history, the Programme has been awarded several distinctions, both national and internationally. Recently, the North-American HRO Today Association distinguished Sonae for the digital transformation of the recruitment and selection process in the 2020/2021 edition, implemented at the beginning of the Covid-19 pandemic. The Group was

awarded at the HRO Today Awards EMEA in the Best in Class: Candidate Experience & HR Technology category, for the successful innovative initiatives implemented to attract, select and integrate young talent.

In 2021, Gartner also featured the Programme as an example of good practice, for its candidate-centric experience.