Press Release

Lisbon, 8th June 2022

Sonae organises recruitment day for Ukrainian refugees in Portugal

- **Special recruitment session, with the support of the Lisbon City Council, received over 250 refugees from the war in Ukraine**
- **Sonae For Ukraine Project is supporting the arrival and welcoming of refugees in Portugal, was well as their incorporation in the job market and in children's education**
- **Next recruitment sessions to be held in the North Region and in the Algarve, by the end of June**
- **Sonae has about 1,000 job vacancies**

Sonae held the first in-person recruitment session aimed at refugees from the war in Ukraine, on 6th June, with the support of the Lisbon City Council. The initiative welcomed more than 250 candidates and included the presence of Laurinda Alves, Lisbon's town councillor, and of Mário Ribeiro, representative of the Portuguese High Commission for Migration, together with a team of recruiters from Sonae businesses and of Ukrainian employees already in the Group, who volunteered to help in the communication with candidates who did not speak English.

Holding a recruitment day for refugees from the war in Ukraine intends to accelerate their professional integration in Portugal. The recruitment process focuses on the candidates' academic and professional experience, seeking to match their profile with job opportunities within the Group. As of now, Sonae has more than one thousand open vacancies, 300 of which in the region of Lisbon, and across several companies, duties, areas of activity and geographies.

This initiative is part of the Sonae For Ukraine programme, which mobilises Sonae's resources and know-how to support those most affected by the conflict in Ukraine, focusing on Arrival, Welcoming and Employment, in Portugal. The Programme created by Sonae relies on the collaboration of dozens of employees from the Group's several companies in its operationalisation, as well as partner institutions and organisations that share the same goal. The areas of Arrival and Welcoming have been developed in coordination with the Portuguese High Commission for Migration, local city councils and welcoming centres in several regions in the country, among other institutions.

Regarding Employment, Sonae had already created an online bilingual employment platform to facilitate recruitment processes, which had already effectively resulted in hirings for Group

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 centers 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

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companies. This measure was now complemented with the special in-person recruitment day in Lisbon, an initiative that will be replicated still in June, in the Algarve and in Vila Nova de Gaia.

Eduardo Mendes, Head of People and Leadership at Sonae, states, “We are committed to placing our resources and know-how available to the Ukrainian refugees who choose to come to Portugal. Since Employment was identified as of the main difficulties in the process of integration, we developed a special in-person recruitment session in order to accelerate the hiring of refugees and thus reinforce our teams. We know these people need to work and rebuild their lives, and Sonae, across the Group’s several companies, has more than one thousand job vacancies of which they can also benefit. As we pair their professional and academic skills with our available vacancies, we are creating economic and social value for all and contributing to the community.”