Sonae

Press Release

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Sonae companies are recruiting record number of 94 young talents through the Contacto Programme

- Application deadline is on 24th March, open to final-year students or recent graduates from bachelor's and master's degrees
- Sonae companies seek to develop future leaders, valuing each young adult's individuality and fostering diversity
- Young talents will have a customised journey, with mentorship, networking and contact with business leaders
- Selected applicants may begin in May or September, earning above-average remuneration

Sonae Companies will recruit a record number of young talents in the 38th Edition of the Contacto Programme, providing 94 applicants with the opportunity to begin their professional career in the Group. This initiative, involving both Sonae and Sonae Arauco, seeks to create future leaders, valuing their individuality and fostering diversity.

In order to develop their full potential, these young adults will begin their professional career through a customised journey, with mentorship, networking and direct contact with business leaders, earning a remuneration above entry level among the general career of graduate staff.

"We want to stand by young talents and contribute to their personal and professional development. The Contacto Programme provides a differentiating experience designed to promote their growth as future leaders, making the most of our ecosystem and providing access to diverse and enriching experiences. Sonae is committed to improving the quality of youth employment in Portugal and, as such, this year we are opening a record number of opportunities, with conditions that value young adults in their early carers. We are thrilled to count on everyone's contribution to challenge us and to make a difference", said João Günther Amaral, member of Sonae's Executive Committee.

The Contacto Programme is aimed at young final-year students or recent graduates in bachelor's or master's degrees from several areas, namely Information Technology, Computing, Engineering, Mathematics, Statistics, Data Analysis, Management, Economics, Finance, Marketing and Communication, among others. The challenges take place in areas such as food retail, electronics, financial services or industry.

Interested applicants must register at http://sonaecontacto.pt/ by 24th March. Following the application, they will be invited to participate in a series of online gamified assessments, which

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

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evaluate the required profile's correspondence with the Programme and Sonae values. The most valued profiles will reflect an entrepreneurial spirit, eagerness to learn and to make an impact, as well as other traits such as curiosity, creativity, analytical thinking and a collaborative spirit.

Admissions in May and September

After the application period, a group of candidates will be selected to participate in the Assessment, which takes place throughout April and will entail different stages:

- Online pitch interviews: presentations to a panel of Sonae jurors;
- Meet-up & Final interview*:* an entire day dedicated to in-person networking and interviews at Sonae headquarters;
- Match*:* selection of opportunities based on the preferences of both applicants and Business Leaders, who are active participants in the selection process, privileging empathy and the candidate's profile match with the specific opportunity.

The chosen young talents will be able to enter in May or September, depending on their availability and the projects they're selected to.

The 38th Edition of the Contacto Programme features the "Own your Journey" motto, in a reference to the proactive and entrepreneurial spirit this initiative seeks to instil in the candidates, beginning immediately with the choice of the professional challenge itself and the Business Leader who will better match their goals and interest.

Throughout their journey, the young adults have access to training and rely on the mentorship of Business Leaders to guarantee their integration in the teams, developing their competencies and the conditions to contribute with new ideas, solutions and projects, being also supervised by the Contacto Programme team, so that the experience evolves according to their expectations. At the end of the Programme, the young talents will have the opportunity to pursue their careers in the Sonae Companies.

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, such as 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 had already featured the Programme as an example of good practice, thanks to its candidate-centric experience.