Press Release

Maia, 1 March 2024

Sonae companies are recruiting 70 young talents through the Contacto Programme

- **The new edition of the Sonae Group's internship programme is open to finalists and recent graduates of undergraduate and master's degrees, with applications open until March 31st and entry taking place in September.**
- **Sonae Companies offer young talents a personalised journey, with mentoring, networking, and contact with business leaders.**
- **The Contact Programme aims to develop future leaders, valuing the individuality of each young person and their potential.**

Sonae Companies will provide 70 young talents with the opportunity to start their professional careers within the Group. In its 39th edition, the Contact Programme aims to train future leaders by developing the potential of selected young people through a personalised journey, with unique experiences, mentoring, networking, and contact with business leaders.

Selected young talents will have the opportunity to join one of the Sonae companies and will benefit from a salary higher than the entry-level general career of a technical specialist.

The Contact Programme is aimed at young finalists or recent graduates of undergraduate and master's degrees in various fields of study, including Economics, Management, Engineering, Computer Science and Information Technologies, Data Analysis, Marketing and Communication, among many others. Challenges will take place in areas such as retail, electronics, real estate, fitness, and industry.

Miguel Tolentino, Head of People & Leadership and Continuous Improvement at Sonae, who started his career in the Group over 20 years ago through the Contact Programme, says: "We are committed to valuing young talent through an enriching and fast-paced growth experience, which the Contact Programme offers to dozens of young people at the beginning of their careers every year. We want to provide them with unique opportunities for development and learning, and we are equally excited about what we can learn from them. Their critical and innovative spirit will be essential to challenge and inspire us in our daily lives. We believe that by opening doors to these young talents, we are not only investing in their future, but also enriching our ecosystem."

Applications for the Contact Programme are open until March 31st at Sonae Young Talent Program (sonaecontacto.pt). After registration, applicants will be invited to participate in a set of gamified online tests, which allow a better understanding of their profiles and assess their alignment with Sonae's values. Young people with an entrepreneurial spirit and a strong desire to learn and make

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

an impact are valued, as are those who demonstrate characteristics such as curiosity, creativity, analytical thinking, and collaborative spirit.

Doors of Sonae companies open in September After the application phase, a group of candidates will be selected to participate in the Assessment, which will take place during April and will consist of different stages. First, there will be online Pitch interviews, with presentations to a panel of Sonae judges. Then there will be the Meet-up, a day dedicated to networking and group dynamics, held in person at Sonae headquarters. After this day, interviews will take place in online or in-person format, between candidates and Business Leaders. Finally, the Match, i.e., the selection of opportunities based on the preferences of the candidates and Business Leaders, who actively participate in the selection process, prioritising empathy and correspondence between the candidate's profile and the opportunity in question. The entry of selected candidates will take place during September, with integration into projects developed within Sonae Companies.

The Contact Programme's motto is “Own your Journey”, in reference to the proactive and entrepreneurial spirit that is intended to be stimulated in candidates and which begins, from the outset, in the choice of the professional challenge and Business Leader that best corresponds to their goals and interests. Throughout their journey, these young people have access to training and are supported by Business Leaders to ensure integration into teams, the development of their skills, and the conditions to contribute with new ideas, solutions, and projects, as well as by the Contact Programme team, so that the experience evolves according to their expectations.

Internationally awarded initiative The Contact Programme was created in 1986 with the aim of recruiting highly potential young talents for Sonae Companies. Throughout its history, it has received several national and international awards, such as the HRO Today Awards EMEA, in the category of Best in Class: Candidate Experience & HR Technology, for the success of the innovative initiatives implemented to attract, select, and integrate young talent. In 2021, Gartner highlighted the Programme as a good practice, for its candidate-centred experience.