Press Release

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Sonae companies to recruit 50 young talents through the Contacto Programme

- **Applications for the 40th edition of Sonae Group's professional internship programme are now open.**
- **The Contacto Programme has been instrumental in developing future leaders, fostering individuality and the potential of each young professional.**

Sonae companies have opened applications for another edition of the Contacto Programme, an internship initiative that has been the starting point for many successful careers. This year, at least 50 final-year students or recent graduates will be recruited to join various businesses within the Group. The Contacto Programme stands out for its tailored approach, combining real-world challenges, skills training, networking opportunities, and direct interaction with business leaders.

Interested candidates can apply via the programme's official platform at https://sonaecontacto.pt. The initiative is aimed at final-year students and recent graduates from a wide range of fields, including Economics, Management, Engineering, IT and Information Technologies, Data Analytics, Marketing and Communication, among others.

Selected candidates will have the opportunity to join one of Sonae's companies from September onwards, with a remuneration package above the market average for entry-level technical roles.

Miguel Tolentino, Head of Group People & Leadership and Continuous Improvement at Sonae, stated:
"The Contacto Programme was a pioneer in Portugal in attracting and developing young talent. Many of its participants are now in leadership positions, both within and outside Sonae. Our commitment is to offer enriching experiences that accelerate professional growth and learning, while also allowing us to be challenged and inspired by the critical and innovative thinking of these young talents."

Miguel Tolentino, who began his own career at Sonae over 20 years ago through the Contacto Programme, added:
"With great enthusiasm, we welcome young talents into Sonae companies for the 40th time. The Contacto Programme was launched under the vision of Eng. Belmiro de Azevedo and represents a legacy we are proud to continue. This year, we are once again investing in the future of dozens of young people, offering them a unique experience while also learning from their ideas and benefiting from their talent."

Selection process focuses on foft skills

After the application phase, the selected candidates will take part in the Assessment, which includes several stages. First, they will complete gamified online tests, followed by the Assessment Days, where group dynamics will be used to evaluate both technical and interpersonal skills in in-person sessions held in Porto and Lisbon. Then, they will participate in the Meet-up, a dedicated networking day that will take place at Sonae's headquarters. Candidates will also go through interviews, which may be conducted online or in person, where they will engage directly with Business Leaders. Finally, the process

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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concludes with the Match phase, where opportunities are assigned based on the preferences of both the candidates and the Business Leaders, prioritising compatibility between the candidate's profile and the available opportunity. The selected candidates will join Sonae companies in September.

Initiative honoured at international level

Created in 1986, the Contacto Programme has been recognised both nationally and internationally for its excellence. Among the distinctions received, it was awarded the HRO Today Awards EMEA in the Best in Class: Candidate Experience & HR Technology category. Additionally, it has been recognised by Gartner for its best practices in delivering a candidate-centred experience.