

PRESS RELEASE

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OPERATOR TAKES PART IN THE #2 PWIT MENTORING PROGRAM

NOS JOINS PORTUGUESE WOMEN IN TECH

- **Partnership with PWIT forms part of NOS' diversity strategy**
- **2nd PWIT Women's Mentorship Program event begins on the 8th of March**
- **Three NOS staff members are part of the program's mentoring panel**

NOS is joining Portuguese Women in Tech (PWIT), as a patron and partner in the development of initiatives taken by the organization, the objective of which is to give visibility to women who are part of the Portuguese technology eco-system and help towards making careers in this sector more attractive.

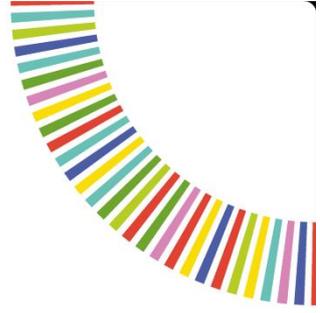
STEM technology and courses (Science, Technology, Engineering and Mathematics) are typically under represented by women, a situation which is also reflected in the job market. Aware of this, NOS is strengthening its support to projects which aim at debunking the idea that certain professions are gender specific.

Equality, diversity and inclusion are some of the fundamental principles of NOS, which, as an active participant in society, seeks to implement differentiated plans and tools in its management of people that contribute towards increasing equality in the technology sector.

Over the last few years, the work undertaken by PWIT has had an impact on national life through projects such as the PWIT Awards, PWIT Booklets - featuring successful female case studies - the Female Speakers List and also the PWIT Women's Mentorship Program.

The second PWIT Women's Mentorship Program begins this Monday the 8th of March, and consists of a mentoring program lasting five months, in which 50 women support the personal and career development of 50 recently qualified under graduates and young technology students. The initiative marks the beginning of the partnership between NOS and PWIT, in which three members of NOS staff, working in the areas of Digital Delivery, Business Development and Logistics & Planning, become mentors on the panel.

“Aware of the particularly challenging context that the technology sector faces in relation to gender equality, the PWIT and its Women's Mentorship Program play a highly relevant role in supporting women who aspire to building a career in this sector. NOS has always encouraged a culture based on meritocracy and sees diversity as a driving force of organizational growth and development. So it is very satisfying for NOS to join this community and to be represented in this initiative by the name and professionalism of three NOS employees”, says **Isabel Borgas**, People and Organization Manager at NOS.



Via the coaching sessions, the mentors can share with the mentees their career experiences at the heart of this telecommunications operator, inform them of some of the most relevant skills to integrate effectively into this labor market, and encourage a new generation of professional women in the technology sector to have an active voice and aspire to a sustainable, balanced and progressive career.

About NOS

NOS is the biggest communications and entertainment group in Portugal. It offers latest generation fixed and mobile phone, television, Internet, voice and data solutions for all market segments. With a network ready for 5G and by making Matosinhos the first 5G city, NOS has positioned itself at the forefront of the implementation of this new technology and of the innovation associated with intelligent cities and the development of 5.0 societies.

NOS has 4.9 million mobile phone, 1.6 million television, 1.8 million fixed telephone and 1.4 million fixed broad band Internet customers.

For more information, please go to: <http://www.nos.pt/institucional>