

# Tradição do Futuro

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JOSÉ DE MELLO GROUP NEWS



BONDALTI



## Grupo José de Mello wins IMD Global Family Business Award 2024

THE VALUES, GOVERNANCE MODEL AND THE LONG-TERM VISION OF THE JOSÉ DE MELLO FAMILY, TOGETHER WITH A CORPORATE APPROACH GEARED TOWARDS ENTREPRENEURSHIP, INNOVATION, EXCELLENCE AND SOCIAL RESPONSIBILITY WERE THE ATTRIBUTES MOST VALUED BY THE JURY OF THIS AWARD, WHICH HONORS EVERY YEAR, SINCE 1996, ECONOMIC GROUPS AND FAMILY-BASED COMPANIES.



Mobility Program  
Program promotes  
talent and skills

Volunteer Day  
dedicated to  
sharing experiences

Paula Quintas: "The big challenge  
is to combine an intense routine  
with urgent projects"

# News

## ● VOLUNTEER DAY DEDICATED TO SHARING EXPERIENCES

On October 18, the José de Mello Group celebrated another Volunteer Day, an annual event to recognize the dedication of the volunteers who are part of our corporate volunteering program. This year's Volunteer Day took place at Monte da Ravasqueira and was dedicated to sharing

the inspiring experiences of four volunteers, with the participation of representatives from four partner organizations: Associação CAIS, Coração Amarelo, Pedalar Sem Idade and Apoio à Vida/ Escola de Talentos. The main moments of the day can be seen in this [video](#).



## ● CUF CREATES PROXIMITY CARE UNITS

In order to reinforce its presence among the population and provide even closer monitoring of the health of the Portuguese and their families, CUF has taken another step towards strengthening its national network with the creation of proximity care units. This announcement, made public on November 4, stems from an agreement reached with

Sociedade Francisco Manuel dos Santos for the acquisition of miMed, a network of 13 clinics located in the Greater Lisbon area, which will be available under the CUF brand in the first quarter of 2025.



## ● BRISA ACHIEVES TOP RATING IN GRESB

Last month, for the first time, the Brisa Group achieved the highest rating in the Global Real Estate Sustainability Benchmark (GRESB), a worldwide ranking for the infrastructure and real estate sector that assesses the performance of companies in the ESG (environmental, social, governance) areas.



GET INSPIRED BY [WINESTONE'S CHRISTMAS CATALOG](#), WHICH FEATURES A SELECTION OF WINES FROM THE ALENTEJO TO THE DOURO REGION.



WATCH THE JOSÉ DE MELLO GROUP'S NEW [INSTITUTIONAL FILM](#) AND LEARN ABOUT OUR AMBITION, OUR VALUES AND OUR PURPOSE.



Your opinion is essential. Tell us [here](#) what you thought of this issue.



## BONDALTI WATER DEVELOPS SOLUTIONS FOR BIOGAS PRODUCTION



At the beginning of October, Bondalti Water launched “Bondalti Biogás”, a new business line dedicated to providing complete solutions for the production of biogas, a renewable energy source. The offer covers design, turnkey execution and the subsequent operation and maintenance service, thus integrating Bondalti’s in-house capabilities in innovation, engineering, construction and technical assistance.

## TRIANGLE WINS COMPETITION IN THE NETHERLANDS

Triangle, a consortium led by Via Verde, won the tender launched by the Dutch transport authority for electronic toll collection for heavy vehicles in the Netherlands, which will come into force in July 2026. This new system works via satellite.

## WINESTONE CELEBRATES ITS FIRST YEAR

On October 7, Quinta do Retiro Novo was the venue chosen to celebrate WineStone’s first anniversary, an event that brought together the winemaking team, journalists, wine critics and sommeliers, where the main new brands were also presented.

Watch the [video](#) of this event here, which reinforced WineStone’s innovative and ambitious culture.



## GROW VISITS START-UP INCUBATORS

On September 26, José de Mello, through the Grow program, promoted a road show through three of the main startup incubators in Portugal: the Pedro Nunes Institute, the University of Aveiro Incubator and UPTEC (Science and Technology Park of the University of Porto). The initiative was attended by teams from José de Mello, CUF and Bondalti, and aimed to strengthen the relationship with the entrepreneurial ecosystem, make startups aware of the potential of partnerships with large companies and identify relevant technologies within the sectors in which we operate.



## “IDEAR O FUTURO” WORKSHOP WITH ROB HOPKINS

On October 27 and 29, around 100 high school students from Estarreja, Aveiro and Albergaria-a-Velha took part in a workshop promoted by Bondalti entitled “Idear o Futuro”. This event took place as part of the Planetiers World Gathering and was attended by Rob Hopkins, a notable figure in the field of sustainability and climate transition.

## CUF SUPPORTS INNOVATIVE HEALTH SOLUTIONS

On October 23, the CUF Porto Hospital hosted the event “Born – Encontros de Inovação CUF: 1º matchmaking Testbed ITeCS”, which was attended by more than 70 participants. This initiative, aimed at innovative companies in digital health, has the mission of supporting and promoting strategic partnerships to boost the development of their technological solutions.



**BORN**  
ENCONTROS DE INOVAÇÃO  
CUF 2024



### CUF CAMPAIGN GIVES VOICE TO PATIENTS WITH COMPLEX CLINICAL CASES

CUF's new campaign, launched on October 10, features real-life testimonies of complex clinical stories. The voices of the patients, [Mateus](#), [João](#) and [Catarina](#), are combined with those of the doctors to give a first-person account of complex clinical cases that have been transformed into stories of hope and success. Watch each of the documentaries at the links above.

### BONDALTI SUPPORTS THE PROTECTION OF THE IBERIAN BROWN BEAR



As part of its social responsibility strategy, Bondalti developed a conservation project in 2022, in partnership with the Government of Cantabria, which has already made it possible to reverse the danger of extinction of the Iberian grizzly bear.

### INAUGURATION OF TUMO LISBOA

The José de Mello Group attended the inauguration ceremony of TUMO Lisboa, which took place on September 24. During the ceremony, Salvador de Mello, the Group's executive chairman, gave a speech in which he highlighted the importance of intellectual curiosity and entrepreneurship in preparing young people for the future. José de Mello is one of the founding partners of TUMO Lisboa, an innovative and inclusive learning center aimed at young people between the ages of 12 and 18.



### CUF AGAIN HIGHLIGHTED IN REPUTATION RANKING

For the third year in a row, CUF was highlighted last month as the leader of the reputation ranking in the health sector in Portugal by the "Merco Empresas Portugal 2024" study. In addition to this distinction, according to the same study, CUF also features in the Top 20 Portuguese companies with the best reputation.

### INTERNATIONAL CONFERENCE BRINGS TOGETHER CUF AND BREAST CANCER IN YOUNG WOMEN FOUNDATION

On October 29 and 30, CUF Tejo Hospital hosted the 1st International Conference on Breast Cancer in Young Women, organized by the Breast Cancer in Young Women Foundation. The event brought together more than 30 global experts to debate the importance of early diagnosis and some innovative treatments.



### URBAN ART IN ESTARREJA WITH BONDALTI'S SUPPORT

In September, at the invitation of Bondalti, the artist Bigod gave more color to one of the walls of the Estarreja Industrial Complex. Discover the new symbol of the complex and the region in this [video](#).



### RAVASQUEIRA SPARKLING WINE WINS PRESS CHOICE AWARD

Ravasqueira's Grande Reserva Brut Nature 2015 sparkling wine was awarded the Press Choice Grand Prize, a competition promoted by Grandes Escolhas magazine.



Keep up to date with all the José de Mello Group's news by following its [LinkedIn](#) page.

# Internal Mobility Program promotes talent and skills development

**The Internal Mobility Program was designed with José de Mello Group's talent in mind. With this initiative, which aims to boost the development of skills through mobility between functions, areas and companies, employees can have enriching experiences in different businesses, which will make them evolve both professionally and personally.**



**THE CAREERS** of Susana Brito and Pedro Botelho Neves mirror each other. Susana joined CUF in 2007 and today works at José de Mello; Pedro started working at the holding company in 2018 and is currently at CUF. Despite what separates these two paths, there is much more to unite them: they both prove that it is possible to develop careers in different companies within the José de Mello Group. And it was with this in mind that the decision was recently taken to formalize this possibility through the creation of an Internal Mobility Program (PMI).

This is an internal recruitment initiative that values and develops the talent of employees, allowing them to find new challenges and opportunities for growth in the companies that make up the Group, through applications for vacancies in Technical and Management or Coordination in corporate areas, such as marketing and accounting, for example.

To do so, candidates must meet three requirements: work for a Group company in Portugal; have been in their current role for at least two years; and have received a positive score (equal to or greater than 3) in their last performance appraisal.

## The importance of internal mobility

Career progression is one of the most decisive factors when choosing an employer. According to Randstad's latest Workmonitor, a barometer of labor market trends, 35% of professionals would leave a job if it didn't offer them the opportunity to develop professionally, whether through promotion or internal mobility.



Watch the PMI launch [video](#) here and hear the stories of António, Pedro, Rita and Susana.



Ensuring that employees feel motivated and encouraged to develop new skills, embracing new challenges and responsibilities, is fundamental for companies to retain talent.

Living proof of this statistic is Pedro Botelho Neves, who is currently at CUF, working in a completely different area to the one he had at José de Mello. "This experience naturally had a big impact on my professional life, it was a big change of reality, something I was also looking for," he explains. However, he doesn't rule out trying another company in the Group. "Today I'm at CUF, but that doesn't mean that tomorrow I won't be able to consider a possible opportunity at Bondalti."

"Anyone who wants to change career completely and invest in a different area will have that opportunity," agrees Susana Brito. "I feel I've grown and evolved, but also began getting to know different people," she says.

For Susana Brito, being able to work in a different company, but in the same Group, is a privilege that only exists because "the Group is very concerned about people. In fact, one of our values is Human Development," confirms Susana Brito. Pedro Botelho Neves also believes that, in the José de Mello Group, "we will only be able to grow if our people grow".

As people are the most important asset, and with a strong culture based on unity between teams, the Group guarantees that there are real and achievable ways for employees to progress in their careers through internal mobility - the PMI is just a formalization of this commitment.



#### How can you explore new opportunities within the Group?

The Internal Mobility platform now allows you to flag areas of interest and receive notifications about relevant opportunities. Register or update your profile at [mobilidade.josedemello.pt](https://mobilidade.josedemello.pt)



**MOBILIDADE  
INTERNA**  
Grupo José de Mello



## 3 QUESTIONS TO

**Susana Brito**

Deputy Director of the People  
and Talent Management Department  
José de Mello



### 01. What are the objectives of the José de Mello Group's Internal Mobility Program?

The main objective is to attract and retain talent, promoting a Group perspective. People are looking for new experiences and the José de Mello Group has a portfolio that allows it to respond to this need, without having to see talent leave. These growth opportunities fulfill people's development potential, promoting a stimulating environment and reinforcing their commitment to the company.

### 02. How does this program align with the company's Values?

It is totally in line with our Values. Internal mobility promotes continuous learning and the development of each person's skills, giving them autonomy and control over their career path. Ambition for excellence and an entrepreneurial mindset are also present.

### 03. Your career in the Group is a clear example of internal mobility. How has this experience influenced your professional and personal development?

I've always had a thirst for knowledge, curiosity and a desire to learn. Being able to do all this without leaving the organization with which I identify has been very rewarding. The opportunities in various areas of Human Resources, from the most operational to the most strategic, have contributed to my growth as a professional and as a person. Today, after a career full of good experiences at CUF, I'm in the People area at José de Mello, working on a project that fulfills me.

“When we go into business, it’s to add value and make the country progress”

**Paula Quintas is José de Mello’s Accounting and Consolidation Director. Before taking on this role, she saw Fiseco, where she worked, acquired by the José de Mello Group in 1993. It was then that she took on responsibility for the accounting of Banco Mello’s Asset Management area and, since then, she has built up a solid career, marked by mutual support and the admiration of those who work with her.**

**What are your first memories of joining the Group?**

One of them is the opening of Banco Mello’s first branch. It was a very special moment. We were in a phase of great energy and motivation, because the bank was taking its first steps and consolidating itself. I was 27 at the time and we were all very young in general, there was a great enthusiasm and sense of fulfilment.

**Since then, what do you consider to have been the most memorable moments in your career?**

From 2000 until now, I’ve had the opportunity to take part in important restructurings and projects that have given me interesting experiences. Moving from Banco Mello to José de Mello SGPS, the Group’s holding company at the time, was very significant. This happened as part of the integration of Banco Mello and Companhia de Seguros Império into Millennium BCP in 2000. This moment signalled a major transformation in the Group. There was also another major restructuring of the holding companies around 2017/2018, when José de Mello Capital took over as the Group’s holding company. These transitions were always carried out in an environment of great collaboration between the different teams involved.

**Paula Quintas**

**Director of Accounting and Consolidation at José de Mello**

- Born in Alvalade, Lisbon, but moved to Estoril at the age of three, where she still lives
- She always knew she wanted to work in accountancy. As a child, she played with invoice
- A fan of gardening. Her garden contains blueberries, eggplants, passion fruit and hibiscus, for example
- Takes Sevillanas lessons and plays concert castanets



**What are your main day-to-day challenges?**

In my area in particular, the biggest challenge is combining an intense routine with involvement in projects which, when they arise, are always related to urgent and important issues at the moment. This management impacts not only my position and responsibilities, but also those of my team.

**In your opinion, what are the characteristics of the José de Mello Group that set it apart from other business organisations?**

The honesty and seriousness with which the Group takes investment decisions. When we go into business, it’s to add value and make the country progress, with a constructive attitude. In addition, there is the recognition that everyone, from the person on reception to those in other hierarchical positions, is important and contributes to the same project. There is also a very important factor, which happens more in family groups, which is that we get to know the shareholders, because they are involved in the business, they have a face. Their presence is cordial, they have their role and their responsibility, but everything flows in an environment where we feel we are part of it.

# José de Mello Group wins IMD Global Family Business Award 2024

The José de Mello Group has been awarded the IMD Global Family Business Award 2024, a prestigious international prize that is awarded annually to economic groups or family-based businesses by IMD, the renowned management and leadership training school.

The award jury, made up of family business experts and previous winners, highlighted the José de Mello Group for its solid values and governance model, as well as the strong commitment of the shareholder family, maintained over several generations. Also praised were the resilience and capacity to face economic crises and changes in regime, as well as the way in which the next generation is being prepared and mentored.

The continuity that the José de Mello Group and family have given to the historical legacy started in 1898 by Alfredo da Silva, always seeking a business performance oriented towards entrepreneurship, innovation, excellence and social responsibility, was considered an example for other groups and family businesses.

This recognition, awarded by the IMD since 1996, is a historic achievement, especially as it is the first time that a Portuguese economic group has received this distinction.

The award ceremony took place on October 31 in Tokyo, during the annual conference of the Family Business Network, IMD's partner association, which was attended by Salvador de Mello, Maria João de Mello (president of the Family Development Council) and Luz Amaral Cabral (member of the Board of Shareholders).

Find out more about the award [here](#).

***“This award recognises a persistent and consistent entrepreneurial path, started by my great-grandfather Alfredo da Silva and rebuilt by my father José Manuel de Mello, who instilled in our family the desire to remain united and committed to our purpose. It is also a tribute to my siblings and a recognition of all the people who work at the José de Mello Group, to whom I convey my gratitude for keeping our corporate culture alive, and for being examples of competence, human development, innovation and integrity.”***

**SALVADOR DE MELLO**  
Executive Chairman of the José de Mello Group





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