

SUSTAINABILITY
REPORT 2022

Content index

required under
Law 11/2018 and
Global Reporting
Initiative





GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 2 – GENERAL DISCLOSURES 2021

THE ORGANIZATION AND ITS REPORTING PRACTICES

2-1 Organizational Details	Description of the group's business model	<p>Sovena Group, S.A subsidiaries (Sovena Oilseeds Portugal, Sovena Consumer Goods Portugal, Biocolza, Sovena Oils Seeds Spain, Sovena Consumer Goods Spain, Monteolivo and San Pedro mills, Agropuro, Sovena USA, Sovena Brazil, Sovena MENA) and Nutrifarms S.A. [SOVENA]</p> <p>Sovena Group, SA subsidiaries and Nutrifarms S.A., both 100% owned by Nutrinveste SGPS</p> <p>Headquarters: Rua Dr. António Loureiro Borges, nº 2. Edifício Arquiparque, 1495-131 Algés, Portugal</p> <p>Countries of operations:</p> <p>See chapter "Connecting the future of food worldwide"</p> <p>https://www.sovenagroup.com/en/our-world/who-we-are/</p> <p>https://www.sovenagroup.com/en/brands-and-products/our-products/</p> <p>https://www.sovenagroup.com/en/our-world/operating-segments/sales/</p>
2-2 Entities included in the organization's sustainability reporting		See chapter "About this report"
2-3 Reporting period, frequency and contact point		Reporting period and contact point: see chapter "About this report"
2-4 Restatements of information		See chapter "About this report"
2-5 External assurance		Independent assurance report: here

ACTIVITIES AND WORKERS

2-6 Activities, value chain, and other business relationships	Description of the group's business model	<p>See chapters "Connecting the future of food worldwide", "Produce food in a sustainable way", "About this report"</p> <p>https://www.sovenagroup.com/en/our-world/who-we-are/</p> <p>https://www.sovenagroup.com/en/brands-and-products/our-products/</p> <p>https://www.sovenagroup.com/en/our-world/operating-segments/sales/</p>
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GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

ACTIVITIES AND WORKERS

2-7 Employees

Employment: Total number and breakdown of employees by gender, age, country and job category

Total number and breakdown of types of employment contracts

Average annual number of permanent, temporary, and part-time contracts by gender, age and job category

Work organisation: organisation of working time

CONSOLIDATED FOR ALL COMPANIES:

	2021			2022		
	Male	Female	Total	Male	Female	Total
Employment contract						
Permanent	730	270	1,000	714	281	995
Executives	4	1	5	4	1	5
Directors	28	7	35	26	8	34
Managers	90	45	135	93	51	144
Professionals	150	116	266	141	116	257
Assistants and operators	458	101	559	450	105	555
Fixed Term	47	21	68	67	27	94
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	0	1	1	3	1	4
Professionals	7	15	22	15	14	29
Assistants and operators	40	5	45	49	12	61
Non-guaranteed hours employees				0	0	0
Total	777	291	1,068	781	308	1,089

	2021			2022		
	Male	Female	Total	Male	Female	Total
Employment type						
Part-time	6	16	22	0	13	13
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	0	1	1	0	1	1
Professionals	1	10	11	0	9	9
Assistants and operators	5	5	10	0	3	3
Full-time	771	275	1,046	781	295	1,076
Executives	4	1	5	4	1	5
Directors	28	7	35	26	8	34
Managers	90	45	135	96	51	147
Professionals	156	121	277	156	121	277
Assistants and operators	493	101	594	499	114	613
Total	777	291	1,068	781	308	1,089



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

ACTIVITIES AND WORKERS

2-7 Employees

Employment: Total number and breakdown of employees by gender, age, country and job category

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Average annual number of permanent, temporary, and part-time contracts by gender, age and job category

Work organisation: organisation of working time

COMPANIES IN SPAIN:

Sovena Oilseeds Spain

	2021			2022		
	Male	Female	Total	Male	Female	Total
Employment contract						
Permanent	86	22	108	80	19	99
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	9	2	11	10	3	13
Professionals	14	5	19	11	3	14
Assistants and operators	63	15	78	59	13	72
Fixed Term	9	3	12	9	5	14
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	0	0	0	1	0	1
Professionals	0	0	0	1	0	1
Assistants and operators	9	3	12	7	5	12
Non-guaranteed hours employees				0	0	0
Total	95	25	120	89	24	113

	2021			2022		
	Male	Female	Total	Male	Female	Total
Employment type						
Part-time	6	6	12	0	4	4
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	0	1	1	0	1	1
Professionals	1	3	4	0	2	2
Assistants and operators	5	2	7	0	1	1
Full-time	89	19	108	89	20	109
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	9	1	10	11	2	13
Professionals	13	2	15	12	1	13
Assistants and operators	67	16	83	66	17	83
Total	95	25	120	89	24	113



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

ACTIVITIES AND WORKERS

2-7 Employees

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Average annual number of permanent, temporary, and part-time contracts by gender, age and job category

Work organisation: organisation of working time

Sovena Spain

	2021			2022		
	Male	Female	Total	Male	Female	Total
Employment contract						
Permanent	187	79	266	174	75	249
Executives	1	0	1	1	0	1
Directors	7	1	8	8	1	9
Managers	16	4	20	15	6	21
Professionals	30	39	69	21	38	59
Assistants and operators	133	35	168	129	30	159
Fixed Term	0	2	2	4	2	6
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	0	0	0	1	0	1
Professionals	0	2	2	2	2	4
Assistants and operators	0	0	0	1	0	1
Non-guaranteed hours employees				0	0	0
Total	187	81	268	178	77	255

	2021			2022		
	Male	Female	Total	Male	Female	Total
Employment type						
Part-time	0	10	10	0	9	9
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	0	0	0	0	0	0
Professionals	0	7	7	0	7	7
Assistants and operators	0	3	3	0	2	2
Full-time	187	71	258	178	68	246
Executives	1	0	1	1	0	1
Directors	7	1	8	8	1	9
Managers	16	4	20	16	6	22
Professionals	30	34	64	23	33	56
Assistants and operators	133	32	165	130	28	158
Total	187	81	268	178	77	255



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

ACTIVITIES AND WORKERS

2-7 Employees

Employment: Total number and breakdown of employees by gender, age, country and job category

Total number and breakdown of types of employment contracts

Average annual number of permanent, temporary, and part-time contracts by gender, age and job category

Work organisation: organisation of working time

Industrias San Pedro

	2021			2022		
	Male	Female	Total	Male	Female	Total
Employment contract						
Permanent	1	0	1	0	1	1
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	0	0	0	0	0	0
Professionals	0	0	0	0	0	0
Assistants and operators	1	0	1	0	1	1
Fixed Term	0	0	0	1	0	1
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	0	0	0	0	0	0
Professionals	0	0	0	1	0	1
Assistants and operators	0	0	0	0	0	0
Non-guaranteed hours employees				0	0	0
Total	1	0	1	1	1	2

	2021			2022		
	Male	Female	Total	Male	Female	Total
Employment type						
Part-time	0	0	0	0	0	0
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	0	0	0	0	0	0
Professionals	0	0	0	0	0	0
Assistants and operators	0	0	0	0	0	0
Full-time	1	0	1	1	1	2
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	0	0	0	0	0	0
Professionals	0	0	0	1	0	1
Assistants and operators	1	0	1	0	1	1
Total	1	0	1	1	1	2



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

ACTIVITIES AND WORKERS

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Employment: Total number and breakdown of employees by gender, age, country and job category

Total number and breakdown of types of employment contracts

Average annual number of permanent, temporary, and part-time contracts by gender, age and job category

Work organisation: organisation of working time

Monteolivo

	2021			2022		
	Male	Female	Total	Male	Female	Total
Employment contract						
Permanent	4	1	5	3	1	4
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	1	0	1	1	0	1
Professionals	1	0	1	1	0	1
Assistants and operators	2	1	3	1	1	2
Fixed Term	0	0	0	0	0	0
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	0	0	0	0	0	0
Professionals	0	0	0	0	0	0
Assistants and operators	0	0	0	0	0	0
Non-guaranteed hours employees				0	0	0
Total	4	1	5	3	1	4

	2021			2022		
	Male	Female	Total	Male	Female	Total
Employment type						
Part-time	0	0	0	0	0	0
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	0	0	0	0	0	0
Professionals	0	0	0	0	0	0
Assistants and operators	0	0	0	0	0	0
Full-time	4	1	5	3	1	4
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	1	0	1	1	0	1
Professionals	1	0	1	1	0	1
Assistants and operators	2	1	3	1	1	2
Total	4	1	5	3	1	4



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

ACTIVITIES AND WORKERS

2-7 Employees

Employment: Total number and breakdown of employees by gender, age, country and job category

Total number and breakdown of types of employment contracts

Average annual number of permanent, temporary, and part-time contracts by gender, age and job category

Work organisation: organisation of working time

Agropro

	2021			2022		
	Male	Female	Total	Male	Female	Total
Employment contract						
Permanent	10	6	16	8	5	13
Executives	0	0	0	0	0	0
Directors	1	0	1	1	0	1
Managers	4	0	4	4	0	4
Professionals	5	1	6	3	1	4
Assistants and operators	0	5	5	0	4	4
Fixed Term	1	0	1	2	1	3
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	0	0	0	0	0	0
Professionals	1	0	1	1	0	1
Assistants and operators	0	0	0	1	1	2
Non-guaranteed hours employees				0	0	0
Total	11	6	17	10	6	16

	2021			2022		
	Male	Female	Total	Male	Female	Total
Employment type						
Part-time	0	0	0	0	0	0
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	0	0	0	0	0	0
Professionals	0	0	0	0	0	0
Assistants and operators	0	0	0	0	0	0
Full-time	11	6	17	10	6	16
Executives	0	0	0	0	0	0
Directors	1	0	1	1	0	1
Managers	4	0	4	4	0	4
Professionals	6	1	7	4	1	5
Assistants and operators	0	5	5	1	5	6
Total	11	6	17	10	6	16

Work organisation: organisation of working time: Sovena complies with the legislation.

We assumed a commitment (in alignment with the International Labour Organization), reflected in our Code of Ethics (page 22).



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

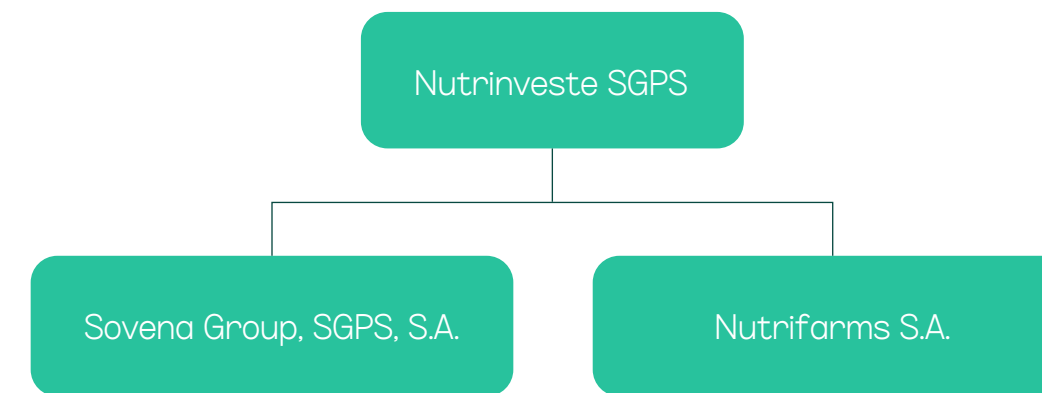
ACTIVITIES AND WORKERS

2-8 Workers who are not employees

	Sovena Spain (Brenes Plant)	2022 Sovena Consumer Goods (Barreiro and Almada Plant)	Sovena Oilseeds (Andújar Plant)
Total number of workers who are not employees and whose work is controlled by the organization.	27	33	1
Describe the most common types of worker and their contractual relationship with the organization.	Temporary Contract, linked with Business Demand		
Describe the type of work they perform.	Operational (Majority bottling operations)		
Describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported.	All data is covered under Data protection and therefore managed by the legal employer		
Describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.	Not significant fluctuation		

GOVERNANCE

2-9 Governance structure and composition



Governance structure: **Board of Directors (Board Members) and CEO.**

List the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization's impacts on the economy, environment, and people: **The Board of Directors and the CEO are responsible for high level decision making.**

Composition of the highest governance body and its committees: **3 Executive members (two males and one female), the current composition is in function since 2018.**



GRI Universal Standards 2021	Contents of Law 11/2018 on Non-Financial Reporting	Location or comment
GOVERNANCE		
2-10 Nomination and selection of the highest governance body		<p>Board of Directors are nominated through a company shareholders meeting.</p> <p>Criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:</p> <ul style="list-style-type: none"> • Competencies relevant to the impacts of the organization: Highly experienced members on FMCG sector, Trust and other relevant skills for the business. • Not applicable: Views of stakeholders (including shareholders); Diversity; Independence
2-11 Chair of the highest governance body		The chair of the highest governance body is the CEO of the organization.
2-12 Role of the highest governance body in overseeing the management of impacts	<p>Main risks and impacts arising from the company's activities, as well as their management. Information on the current and foreseeable effects of the company's activities on the environment and where appropriate, health and safety.</p> <p>Environmental assessment or certification procedures.</p> <p>Resources dedicated to the prevention of environmental risks.</p>	<p>The Board of Directors and CEO are responsible for defining and approving company purpose value and sustainability strategy. Internal and External established communication channels, namely "Open and Transparency Communication Channel" available on www.sovenagroup.com.</p> <p><u>MATERIALITY ASSESSMENT</u></p> <p><u>CODE OF ETHICS AND CONDUCT</u></p> <p>All the factories have a risk management for environment and other topics, see Certifications table in this document.</p>
2-13 Delegation of responsibility for managing impacts		Not applicable
2-14 Role of the highest governance body in sustainability reporting		The preparation of the report is managed by the Sustainability Department, which collects all the necessary information from the different areas of the company. The first version is reviewed by an internal sustainability committee, followed by a review by the directors of the areas, after which it is sent for final approval by the CEO.
2-15 Conflicts of interest		Processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated: Ensure the enforcement of Code of Ethics and Conduct of Sovena Group in the daily business activities.
2-16 Communication of critical concerns		Critical concerns are communicated to the highest governance body through regular meetings of the CEO and Management Team.



GRI Universal Standards 2021	Contents of Law 11/2018 on Non-Financial Reporting	Location or comment																																																				
GOVERNANCE																																																						
2-17 Collective knowledge of the highest governance body		Collective knowledge, skills, and experience of the highest governance body on sustainable development happens namely through the association to key organisations on sustainability: BCSD and GRACE.																																																				
2-18 Evaluation of the performance of the highest governance body		The CEO reports to Sovena Group performance and is evaluated by the Holding (Nutrinveste). The evaluation happens on the Holding Annual Board Meeting.																																																				
2-19 Remuneration policies		The remuneration policies for members of the highest governance body and senior executives, include fixed pay and variable pay, and do not include sign-on bonuses or recruitment incentive payments, or termination payments (clawbacks and retirement benefits are not applicable). Our commitment is reflected in our Code of Ethics (page 22).																																																				
2-20 Process to determine remuneration	<p>Employment: average pay and its evolution disaggregated by sex, age and professional classification or equal value</p> <p>Gender pay gap</p> <p>Employment: average remuneration of directors and managers, broken down by sex.</p>	<p>AVERAGE PAY PER SEX, AGE</p> <table border="1"> <thead> <tr> <th></th> <th>units (euros)</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td></td> <td>34,500</td> <td>35,000</td> </tr> <tr> <td>Female</td> <td></td> <td>31,608</td> <td>32,000</td> </tr> <tr> <td><30 years</td> <td></td> <td>21,056</td> <td>21,500</td> </tr> <tr> <td>30-51 years</td> <td></td> <td>32,963</td> <td>33,000</td> </tr> <tr> <td>>51 years</td> <td></td> <td>40,327</td> <td>40,500</td> </tr> </tbody> </table> <p>Note: Not desegregated since there is no minimum number of people for all categories to maintain confidentiality.</p> <p>The process for determining remuneration is overseen by the Remuneration Committee at Holding level.</p> <p>Gender pay gap 9%</p> <p>REMUNERATION FOR EQUAL OR AVERAGE POSITIONS IN THE COMPANY</p> <table border="1"> <thead> <tr> <th></th> <th>units (euros)</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td colspan="4">Directores (average)</td> </tr> <tr> <td>Male</td> <td></td> <td>149,526</td> <td>152,291</td> </tr> <tr> <td>Female</td> <td></td> <td>112,020</td> <td>131,871</td> </tr> <tr> <td colspan="4">Managers (average)</td> </tr> <tr> <td>Male</td> <td></td> <td>56,642</td> <td>61,225</td> </tr> <tr> <td>Female</td> <td></td> <td>55,797</td> <td>56,104</td> </tr> </tbody> </table>		units (euros)	2021	2022	Male		34,500	35,000	Female		31,608	32,000	<30 years		21,056	21,500	30-51 years		32,963	33,000	>51 years		40,327	40,500		units (euros)	2021	2022	Directores (average)				Male		149,526	152,291	Female		112,020	131,871	Managers (average)				Male		56,642	61,225	Female		55,797	56,104
	units (euros)	2021	2022																																																			
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2-21 Annual total compensation ratio		Not applicable.																																																				



GRI Universal Standards 2021	Contents of Law 11/2018 on Non-Financial Reporting	Location or comment
STRATEGY, POLICIES AND PRACTICES		
2-22 Statement on sustainable development strategy		"Message from the CEO" "Message from the Sustainability Director"
2-23 Policy commitments	Main risks and impacts arising from the company's activities, as well as their management. Environmental assessment or certification procedures.	See chapter "Key Enablers For Action" SOVENA POLICY COMMITMENTS: Sovena Group's Code of Ethics and Conduct - covers topics as: Ethics at Sovena (Values, Principles of Behavior , Global Commitments), Responsible Work Environment, Environment protection, Fair business practices (Corruption and bribery, competition and others) We recognize that our responsibility is not limited to what happens on our premises and in our internal relationships. As such, this Code is also a tool to guide the conduct of our shareholders, suppliers, partners, and customers. Communication Plan in February 2021 as part of the renewed Code of Ethics and Conduct of Sovena Group. Dedicated intranet space for Code of Ethics and Human rights information (Brenes, Barreiro, Andujar, Almada, Plasencia, Rome, Nutrifarms, Brazil, AGROPRO, Other geographies) The development of this Code, as well as the respective policies and supporting documents, is based on the established commitments and principles stipulated in international standards and reference, namely: Core conventions of the International Labor Organization, Universal Declaration of Human Rights, ISO 26000, Principles of the UN Global Compact, The OECD Guiding Principles, Nagoya Protocol. The Code commitments stipulate respecting human rights, recognizing: Sovena Group does not permit any form of involuntary, forced, or compulsory work, including shifts longer than those established by law, shifts that do not guarantee the necessary rest period for employees and forms of work that do not guarantee the conditions necessary for the proper performance of duties and the well-being of employees; Sovena Group does not tolerate child labor in any task or activity. Due to the nature of the activity and the context in which it is carried out, it is necessary to resort to temporary labor and the provision of services, so the Group takes all measures to ensure there are no forms of involuntary, forced or child labor, specifically through the dissemination and knowledge of Sovena Group's Code of Ethics and Conduct by the companies that provide services to us. Sovena Group believes that respect for freedom of association and collective bargaining are essential to promote a fair and equitable work environment. We therefore ensure compliance with local laws relating to these issues and with the international conventions of the International Labor Organization.



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

STRATEGY, POLICIES AND PRACTICES

2-23 Policy commitments

Main risks and impacts arising from the company's activities, as well as their management.
Environmental assessment or certification procedures.

ENVIRONMENTAL POLICY

Sovena Group is committed to preserving the environment and minimizing the environmental impacts of our activity through the rational use of resources, the implementation of pollution prevention measures and the adoption of the most advanced technologies. We have established processes and procedures that ensure compliance with our annual environmental objectives and the integration of our day-to-day management into the Group's activities.

QUALITY AND FOOD SAFETY POLICY

Represents Sovena commitment to continuous improvement in terms of Quality, Authenticity, Food Safety and Food Defense.
The Quality, Food Safety and Food Defense Management System includes procedures that guarantee compliance with applicable legal and authenticity requirements, those contained in implemented GFSI standards and industry best practices. Our commitments are available in the Policy.

SOURCING AND PURCHASING POLICY

Applies to all suppliers and includes a series of key standards that our suppliers must comply with and which, in general, turn into best practices, regarding topics as: Legal, Tax and Social obligations; Corporate Sustainability; Integrity and authenticity in the relationship; competitiveness, Flexibility, Quality and Innovation.

PRECAUTIONARY APPROACH

Sovena believes that responsible behavior is a critical issue for the Company and its relationship with the different stakeholders. Sovena adopts a precautionary approach to environmental management, anticipating and reducing the environmental degradation risk related with the operations and activities. In this way, the vision, mission, and values reflect the principles that underlie this precautionary approach. Sovena supervises and assesses risks identified and implements the appropriate actions within the companies in the Group. Sovena also has a Crisis Manual, which serves as a roadmap and establishes the basic response mechanisms to address a crisis – a dynamic document contains the main activities that should be followed before, during and after a crisis. This document provides hypothetical scenarios that can cause a potential crisis in our organization. It is tested and updated regularly and provides answers to the following topics: Control of the crisis in each scenario; Message to be emitted because of the crisis; Definition of stakeholders involved and appropriate communication channels; Preparation of an action plan.

All the policies were approved at the highest senior level.



GRI Universal Standards 2021	Contents of Law 11/2018 on Non-Financial Reporting	Location or comment
STRATEGY, POLICIES AND PRACTICES		
2-24 Embedding policy commitments		<p>The Code of Ethics and Conduct has its own structure and governance, that is responsible to implement the commitments across the organization.</p> <p>The internal disclosure of this policy was made to all employees in person (with online transmission) supported by physical communication in every site, overall communication by email to all employees and also in the interna employee's platform (Younify).</p> <p>All new and renewed contracts mention the Code of Ethics and Conduct and all suppliers must be aligned with this ethics policy.</p> <p>All the other policies are available in the employee's platform (Younify) and all new contracts with suppliers must be aligned with the existing policies.</p> <p>In the supplier approval process, the policies are applied through a questionnaire that validates the most important points of all of them.</p>
2-25 Processes to remediate negative impacts		<p>The rigorous quality & food safety systems in place and certified, are mechanisms that mitigate the existence of complaints or negative impacts. Sovena has its own complaint mechanism, which was updated during 2022. From this moment on all complaints, from any source, are registered in this mechanism, which has a management procedure established, which in turn allows a standardised response.</p> <p>The Internal Food Fraud team, composed of multidisciplinary elements, and led by Corporate Quality, works to prevent and avoid negative impacts. To improve the response capacity in the event of complaints / incidents/ negative impacts, there are Crisis Drills, carried out throughout the year, that engage several areas within the organization. During these events, the overall response of the company is assessed and a debrief meetings occurs after the drill.</p> <p>The Group is in constant contact with regulatory & scientific organizations, namely Directorate-General for Food and Veterinary Office (DGAV), Food and Economic Security Authority (ASAE), Spanish Food and Nutrition Security Agency (AESAN), Institute of Experimental and Technological Biology (IBET), Instituto de la Grasa (IG), among others.</p>
2-26 Mechanisms for seeking advice and raising concerns	<p>Application of due diligence procedures vis-à-vis human right; prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress possible abuses; elimination of forced and compulsory labour; the effective abolition of child labour.</p> <p>Consumers: claims systems, complaints received and their resolution.</p>	<p>There is a communication channel, with no incidence. The procedure is described in the Code of Ethics.</p> <p>In case of seeking advice on implementing the organization's policies and practices for responsible business conduct, Sovena has an open-door culture, that allows to speak up with those directly responsible by ethics, purchasing, quality, or other topics. For direct reporting on business conduct there are also weekly and quarterly meetings that can include these topics in the agenda and the team can raise concerns.</p>
2-27 Compliance with laws and regulations	Provisions and guarantees for environmental risks.	There were no instances of non-compliance with laws and regulations to report.



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

STRATEGY, POLICIES AND PRACTICES

2-28 Membership of associations

The company's commitment to sustainable development: partnership or sponsorship actions.

Olive Oil: ANIERAC (ES); ASEOGRA (ES); ASOLIVA (ES); Casa do Azeite (PT); International Olive Oil Council; Interaceituna (ES); North American Olive Oil Association (USA); Oliva (Brasil); ORIVA (ES)
Oilseeds: ACICO; AFOEX; ASEMESA; FEDIOL
Associação de proprietários e Beneficiários do Empreendimento de Fins Múltiplos do Alqueva; Associação de Olivicultores da Região de Elvas; Agrotejo; Olivum – Associação de Olivicultores do Sul
AECOC (ES); Association Food Industry (USA); ANIGOM (PT); Federação das Indústrias Portuguesas Agro- Alimentares (PT); LANDALUZ (ES)
IBET – Instituto de Biologia Experimental e Tecnológica (PT)
Associação Portuguesa de Produtores de Biocombustíveis (PT)
APEQ – Associação Portuguesa de Empresas Químicas (PT); American Oil Chemist Society (USA)
Associação Comercial de Lisboa; Câmara de Comércio e Indústria Luso-Espanhola; Câmara de Comércio Portuguesa em São Paulo; US Portuguese Chamber of Commerce; US Spain Chamber of Commerce
APAN – Associação Portuguesa de Anunciantes
Centromarca – Associação Portuguesa de Empresas de Produtos de Marca
Sociedade Ponto Verde
Business Council for Sustainable Development (BCSD)
GRACE – Empresas Responsáveis



GRI Universal Standards 2021

**Contents of Law 11/2018
on Non-Financial Reporting**

Location or comment

STAKEHOLDER ENGAGEMENT

2-29 Approach to stakeholder engagement

Social relations: organisation of social dialogue
The company's commitment to sustainable development: the relations maintained with local community agents and arrangements for dialogue with them.

Customers; Community; Employees; Investors; Suppliers
For the process of stakeholder's identification, the main criteria considered was responsibility, influence and dependence over the Sovena.
See 2020 Sustainability Report pages 42 and 43.

Community	Customers	Employees	Investors	Suppliers
Partnerships, Donations and sponsorship, Participations in events, Workgroups, Press releases, Stakeholders' consultation, on sustainability, Sustainability Report, Corporate website	FEED magazine, Mail, Evaluation of customer satisfaction, Open door Policy, Complaints, Participations in sector events, Hotline Customer Support, Stakeholders Consultation on sustainability, Sustainability Report, Visits to plants, Corporate website	Sovena News, FEED magazine, Intranet, Annual Staff Meeting, Performance evaluation, Follow-up meeting, Cultural and sports activities, Sovena Principles and Policies, Stakeholders' consultation on sustainability, Sustainability Report, Corporate website	General Assembly, Board meetings, Follow-up meetings, Annual Report & Accounts, Stakeholders' consultation on sustainability, Sustainability Report, Corporate website	Evaluation of Suppliers, Frequent meetings and contacts, Partnerships, Stakeholders' consultation on sustainability, Sustainability Report, Corporate website

2-30 Collective bargaining agreements

Social relations: the percentage of employees covered by collective agreements by country

100% of the employees are covered by collective bargaining agreements.

GRI 3: MATERIAL TOPICS 2021

3-1 Process to determine material topics

Process described in the 2020 Sustainability Report chapter **"Our priorities"**.

3-2 List of material topics

Website
Report from 2020 **"Our priorities"**



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 200 – ECONOMIC DISCLOSURES

GRI 201 – ECONOMIC PERFORMANCE 2016

201-1 Direct economic value generated and distributed

Corruption and bribery:
Contributions to foundations and non-profit organisations
The company's commitment to sustainable development: partnership or sponsorship actions.
Tax information:
Benefits obtained by country.
Taxes on profits paid.

	2021	2022
Direct economic value generated (€ thousand)	1,335,678	1,857,912
Economic value distributed (€ thousand)	1,284,294	1,896,008
Economic value retained (€ thousand)	51,384	-38,096

Economic value distributed updated in 2021 (from 1,304,094 € thousand to 1,284,294 € thousand) due to minor adjustments in the concepts included for comparison purposes.

201-2 Financial implications and other risks and opportunities due to climate change

Climate change: Measures to adapt to Climate Change.

The risks associated to climate change that can have negative financial implications are related to water scarcity, and other extreme events, that can disturb our agricultural production as well as of our suppliers. Leading to falls in production and raw materials price increase. There are also risks related to the price and availability of fossil fuels, due to macroeconomic context and / or regulatory. To manage these risks Sovena has in place a very rigorous irrigation system and has undergone a plan to switch energy sources, investing in the installation of renewable energy systems , energy efficiency and renewable certificates. See chapters: "Produce food in a sustainable way" and "Process efficiently, in a low carbon and circular way".

Materiality assessment



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 201 – ECONOMIC PERFORMANCE 2016

201-4 Financial assistance received
from government

Tax information:
Public subsidies received.

Total monetary value of financial assistance received by the organization from any government.

		2021	2022
Sovena Group	Investment grants, research and development grants, and other relevant types of grant	0	0
	Total	0	0
Sovena Spain	Tax relief and tax credits	0	0
	Investment grants, research and development grants, and other relevant types of grant	0	0
	Total	0	0
Sovena Consumer Goods Portugal	Subsidies	0	0
	Investment grants, research and development grants, and other relevant types of grant	0	0
	Total	0	0
Sovena Oilseeds Spain	Total	0	0
Sovena Oilseeds Portugal	Total	0	0
Sovena MENA	Total	0	0
Sovena USA	Tax relief and tax credits	0	0
	Total	0	0
Nutrifarms	Subsidies	1,412	1,697
	Total	1,412	1,697
Monteolivo	Total	0	0
Industrias San Pedro	Total	0	0
Sovena Brazil	Total	0	0
Agropro	Total	0	0



GRI Universal Standards 2021	Contents of Law 11/2018 on Non-Financial Reporting	Location or comment
GRI 202 – MARKET PRESENCE 2016		
GRI 3: Material Topics 2021 / 3-3 Management of material topics	Description of the group’s policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken. Application of the precautionary principle.	Sovena operates in several countries and in each seeks to have a positive contribution to economic development in local areas, namely through local hiring.
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Employment: remuneration for equal or average positions in the company.	Between 1.00 and 1.07, according to location; the same ratio by gender in each location.
202-2 Proportion of senior management hired from the local community		In 2022 there was one person hired for senior management and came from the local community.
GRI 204 – PROCUREMENT PRACTICES 2016		
GRI 3: Material Topics 2021 / 3-3 Management of material topics	Description of the group’s policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken. Application of the precautionary principle.	See chapter “Produce food in a sustainable way”. Supply chain sustainability is a priority for Sovena. We seek to promote the local economies of where we have operations, foster competitiveness, and local development. By purchasing whenever possible to local suppliers, acquiring materials and raw materials, we contribute to local economies and employment. <u>Sourcing and Purchasing Policy</u>



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 204 – PROCUREMENT PRACTICES 2016

204-1 Proportion of spending on local suppliers	The company's commitment to sustainable development: the impact of society's activity on employment and local development			2021	2022
		Sovena Spain	Brenes Plant	84%	69%
		Sovena Consumer Goods Portugal – Barreiro Plant	Barreiro Plant	81%	76%
		Sovena Oilseeds Spain	Andújar Plant	59%	53%
		Sovena Oilseeds Portugal	Almada Plant	37%	31%
		Sovena Spain	Plasencia Plant	98%	97%
		Sovena MENA [Tunisia]	Ben Arous	100%	100%
		Sovena USA	Rome Plant + Modesto Plant	63%	56%
		Nutrifarms		88%	93%
		Monteolivo	Monte Olivo Mill	100%	100%
		Industrias San Pedro	San Pedro Mill	100%	100%
		Sovena Brazil		N.A.	NA
		Biocolza		8%	88%
		Agopro		100%	71%
		Sovena Headquarters		N.A.	NA
		Sovena USA – in 2022 includes Modest Plant			
		Nutrifarms – includes operations in Portugal, Morocco and Spain			

GRI 205 – ANTI-CORRUPTION 2016

GRI 3: Material Topics 2021 /

3-3 Management of material topics

Corruption and bribery:

Measures to prevent corruption and bribery.

Measures to combat money laundering.

Contributions to foundations and non-profit organisations.

Application of the precautionary principle.

CODE OF ETHICS AND CONDUCT

Corruption and Bribery, page 40 and 41.

205-1 Operations assessed for risks related to corruption

All operations assessed for risks related to corruption.



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 205 – ANTI-CORRUPTION 2016

205-2 Communication and training about anti-corruption policies and procedures	Sovena's anti-corruption policies and procedures have been communicated to 100% of our governance body members, our employees and business partners. The Code of Ethics and Conduct made available at Sovena Group web page.
205-3 Confirmed incidents of corruption and actions taken	Zero confirmed incidents of corruption.

GRI 207 – TAX 2019

207-4 Country-by-country reporting	Tax information: profits obtained country by country; taxes on profits paid		
		2021	2022
Sovena Group	Primary activities of the organization	Shareholding management	Shareholding management
	Number of employees, and the basis of calculation of this number	0	0
	Revenues from third-party sales	0	0
	Revenues from intra-group transactions with other tax jurisdictions	10,119	262,500
	Profit/loss before tax	-1,097,451	-1,408,276
	Tangible assets other than cash and cash equivalents	0	0
	Corporate income tax paid on a cash basis	2,575,565	-84,945
	Corporate income tax accrued on profit/loss	0	144,074
Sovena Spain	Primary activities of the organization	Commercialization of vegetable and edible oils	Commercialization of vegetable and edible oils
	Number of employees, and the basis of calculation of this number	258	257
	Revenues from third-party sales	602,491,645	626,293,010
	Revenues from intra-group transactions with other tax jurisdictions	581,527	167,312,706
	Profit/loss before tax	-13,447,551	-47,211,563
	Tangible assets other than cash and cash equivalents	21,730,202	20,872,054
	Corporate income tax paid on a cash basis	1,905,859	0
	Corporate income tax accrued on profit/loss	0	0



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 207 – TAX 2019

207-4 Country-by-country reporting

Tax information: profits obtained country
by country; taxes on profits paid

		2021	2022
Sovena Consumer Goods Portugal	Primary activities of the organization	Commercialization of vegetable and edible oils	Commercialization of vegetable and edible oils
	Number of employees, and the basis of calculation of this number	247	267
	Revenues from third-party sales	316,366,699	350,050,194
	Revenues from intra-group transactions with other tax jurisdictions	57,673,105	96,469,455
	Profit/loss before tax	13,396,394	-48,489,468
	Tangible assets other than cash and cash equivalents	10,615,634	-10,945,027
	Corporate income tax paid on a cash basis	2,112,129	5,165,358
	Corporate income tax accrued on profit/loss	-4,259,092	-3,073,481
Sovena Oilseeds Spain	Primary activities of the organization	Exploitation of vegetable oil and fat extraction industries and their refining	Exploitation of vegetable oil and fat extraction industries and their refining
	Number of employees, and the basis of calculation of this number	131	120
	Revenues from third-party sales	176,971,282	264,698,458
	Revenues from intra-group transactions with other tax jurisdictions	10,518,287	13,001,714
	Profit/loss before tax	4,755,019	20,633,381
	Tangible assets other than cash and cash equivalents	15,076,342	-15,042,436
	Corporate income tax paid on a cash basis	390	0
	Corporate income tax accrued on profit/loss	1,172,002	3,271,012
Sovena Oilseeds Portugal	Primary activities of the organization	Commercialization of vegetable and edible oils	Commercialization of vegetable and edible oils
	Number of employees, and the basis of calculation of this number	115	116
	Revenues from third-party sales	379,385,416	228,409,718
	Revenues from intra-group transactions with other tax jurisdictions	107,097,329	402,411,457
	Profit/loss before tax	13,805,635	-12,485,845
	Tangible assets other than cash and cash equivalents	34,402,596	29,979,131
	Corporate income tax paid on a cash basis	-480,408	5,419,707
	Corporate income tax accrued on profit/loss	-4,043,527	-3,073,481



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 207 – TAX 2019

207-4 Country-by-country reporting

Tax information: profits obtained country
by country; taxes on profits paid

		2021	2022
Sovena MENA	Primary activities of the organization	Export and Import of goods and all international business	Export and Import of goods and all international business
	Number of employees, and the basis of calculation of this number	0	0
	Revenues from third-party sales	0	0
	Revenues from intra-group transactions with other tax jurisdictions	0	0
	Profit/loss before tax	846,268	-1,323,428
	Tangible assets other than cash and cash equivalents	0	0
	Corporate income tax paid on a cash basis	0	0
	Corporate income tax accrued on profit/loss	0	0
Sovena USA	Primary activities of the organization	Manufacturing and production of vegetable and edible oils	Manufacturing and production of vegetable and edible oils
	Number of employees, and the basis of calculation of this number	135	170
	Revenues from third-party sales	262,130,361	346,171,524
	Revenues from intra-group transactions with other tax jurisdictions		0
	Profit/loss before tax	9,113,892	7,540,848
	Tangible assets other than cash and cash equivalents	38,323,339	36,483,212
	Corporate income tax paid on a cash basis	1,260,454	2,052,188
	Corporate income tax accrued on profit/loss	2,142,788	1,867,215
Nutrifarms	Primary activities of the organization	Plantation and exploitation of olive groves for olives and oil production	Plantation and exploitation of olive groves for olives and oil production
	Number of employees, and the basis of calculation of this number	136	117
	Revenues from third-party sales	23,605,401	16,775,117
	Revenues from intra-group transactions with other tax jurisdictions	5,108,264	10,076,811
	Profit/loss before tax	37,387,931	2,962,913
	Tangible assets other than cash and cash equivalents	129,915,659	120,300,456
	Corporate income tax paid on a cash basis	436,317	2,886,155
	Corporate income tax accrued on profit/loss	-3,620,121	292,092



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 207 – TAX 2019

207-4 Country-by-country reporting

Tax information: profits obtained country
by country; taxes on profits paid

			2021	2022
Monteolivo	Primary activities of the organization	Manufacturing and production of vegetable and edible oils		Manufacturing and production of vegetable and edible oils
	Number of employees, and the basis of calculation of this number		12	7
	Revenues from third-party sales		6,698,095	6,400,604
	Revenues from intra-group transactions with other tax jurisdictions		0	0
	Profit/loss before tax		139,792	76,359
	Tangible assets other than cash and cash equivalents		2,219,736	2,017,670
	Corporate income tax paid on a cash basis		0	0
	Corporate income tax accrued on profit/loss		34,948	0
Industrias San Pedro	Primary activities of the organization	Manufacturing and production of vegetable and edible oils		Manufacturing and production of vegetable and edible oils
	Number of employees, and the basis of calculation of this number		8	3
	Revenues from third-party sales		2,440,422	1,316,743
	Revenues from intra-group transactions with other tax jurisdictions		0	0
	Profit/loss before tax		25,360	-72,804
	Tangible assets other than cash and cash equivalents		736,462	615,067
	Corporate income tax paid on a cash basis		0	0
	Corporate income tax accrued on profit/loss		6,467	4,536
Sovena Brazil	Primary activities of the organization	Wholesale of food products, in particular olive oil, oils and fats, business management consulting, direct marketing		Wholesale of food products, in particular olive oil, oils and fats, business management consulting, direct marketing
	Number of employees, and the basis of calculation of this number		20	24
	Revenues from third-party sales		56,567,944	87,750,330
	Revenues from intra-group transactions with other tax jurisdictions		0	0
	Profit/loss before tax		267,144	4,761,354
	Tangible assets other than cash and cash equivalents		12,968	17,879
	Corporate income tax paid on a cash basis		236,117	1,601,746
	Corporate income tax accrued on profit/loss		178,591	1,594,829



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 207 – TAX 2019

		2021	2022
AGROPRO	Primary activities of the organization	Production and sale in bulk of certain oils, rapeseed and sunflower, crude or refined, as well as flour and other by-products derived from the grinding of oilseeds	Production and sale in bulk of certain oils, rapeseed and sunflower, crude or refined, as well as flour and other by-products derived from the grinding of oilseeds
	Number of employees, and the basis of calculation of this number	16	15
	Revenues from third-party sales	217,990,309	307,772,701
	Revenues from intra-group transactions with other tax jurisdictions	7,144,638	12,586,309
	Profit/loss before tax	6,894,434	29,601,230
	Tangible assets other than cash and cash equivalents	18,372	19,536
	Corporate income tax paid on a cash basis	1,237,719	6,599,437
	Corporate income tax accrued on profit/loss	1,292,932	6,459,598

GRI 300 – ENVIRONMENTAL DISCLOSURES

GRI 301 – MATERIALS 2016

GRI 3: Material Topics 2021 /
3-3 Management of material topics

Description of the group's policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken.
Application of the precautionary principle.

See chapter "Process in an efficient, low carbon and circular way"
Environmental policy available [here](#)



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 301 – MATERIALS 2016

301-1 Materials used by weight or volume

Circular economy and waste prevention
and management: preventive measures
Sustainable use of resources: consumption
of raw materials.

			2021	Renewable (R) / Non-renewable (NR)	2022	Renewable (R) / Non-renewable (NR)	
Sovena Spain – Brenes Plant	Raw materials	Olive oil (t)	107,508	NR	107	NR	
		Seed oil (t)	54,384	NR	66,415	NR	
		Others (t)	3,777	NR		NR	
	Auxiliary materials	Plastics (t)	3,359	NR	3,814	NR	
		Glass (t)	18,371	NR	18,027	NR	
		Paper/cardboard (t)	5,036	NR	7,839	NR	
		Metals (t)	–	–	205	NR	
	Sovena Consumer Goods – Barreiro Plant	Raw materials	Olive oil (t)	3,944	NR	17,298	NR
			Olive oil (l)	429,574	NR	554,041	NR
			Seed oil (t)	3,066	NR	2,525	NR
			Seed oil (l)	17,659	NR	19,986	NR
			Others (t)	21	NR	38	NR
			Others (l)	122,637	NR	202,535	NR
		Auxiliary materials	Plastics (t)	2,258	NR	2,895	NR
Glass (t)			18,111	NR	21,887	NR	
Paper/cardboard (t)			4,117	NR	5,798	NR	
Metals (t)			–	–	–	–	
Sovena Oilseeds – Andújar Plant	Raw materials	Seeds (t)	168,539	R	178,822	R	
		Olive oil (t)	18,788	NR	16,842	NR	
		Seed oil (t)	30,473	NR	27,104	NR	
	Auxiliary materials	Plastics (t)	2,017	NR	2,148	NR	
		Glass (t)	45	NR	154	NR	
		Paper/cardboard (t)	1,246	NR	1,530	NR	
		Metals (t)	–	–	1	NR	
		Additives (t)	0	NR	4	NR	
		Subsidiary (t)	2,019	NR	1,802	NR	



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 301 – MATERIALS 2016

301-1 Materials used by weight or volume

Circular economy and waste prevention and management: preventive measures
Sustainable use of resources: consumption of raw materials.

			2021	Renewable (R) / Non-renewable (NR)	2022	Renewable (R) / Non-renewable (NR)
Sovena Oilseeds – Almada Plant	Raw materials	Seeds (t)	241,199	R	247,752	R
		Sustainable colza seeds (t)	–	–	14,208	R
		Seed oil	7,039	NR	1,010	NR
		Sustainable colza oil (t)	–	–	348	R
		Others (t)	18,749	NR	14,154	NR
	Auxiliary materials	Others (t)	8,263	NR	4,685	NR
Sovena Spain – Plasencia Plant	Raw materials	Olives (t)	4,876	R	3,518	R
	Auxiliary materials	Glass (t)	3,163	NR	2,962	NR
		Paper/cardboard (t)	35	NR	72	NR
Sovena Mena	Raw materials	Olive oil (t)	3,464,14	NR	3,480	NR
Sovena USA – Rome Plant	Raw materials	Olive oil (t)	946	NR	240	NR
		Seed oil (t)	65,513	NR	79,429	NR
	Auxiliary materials	Plastics (t)	1,723	NR	1,078	NR
		Glass (t)	2,677	NR	4,321	NR
		Paper/Cardboard (t)	276	NR	2,466	NR
Sovena USA – Modesto Plant (reporting since 2022)	Raw materials	Olive oil (t)	–	NR	80	NR
		Vegetable oil (t)	–	NR	3,424	NR
	Auxiliary materials	Plastics (t)	–	NR	4	NR
		Paper/Cardboard (t)	–	NR	416	NR
Nutrifarms	Raw materials	Olives (t)	84,354	R	60,547	R
Monteolivo	Raw materials	Olives (t)	9,039	R	9,037	R
Industrias San Pedro	Raw materials	Olives (t)	2,712	R	1,795	R
Sovena Brazil	Raw materials	Olive oil (l)	102,144	NR	115,986	NR
Agropro	Raw materials	Sustainable Colza Seeds (t)	18,024	R	13,049	R
		Colza seeds (t)	4	R	–	R
		Sunflower seeds (t)	63,488	R	102,368	R
		Sunflower Seeds H.O. (t)	28,981	R	57,947	R
	Auxiliary materials	Subsidiary materials (t)	5	NR	–	NR

Notes: Sovena USA – in 2022 includes Modest Plant; Purchases of pre-packaged material are in liters.

Values updated in 2021: values: Sovena Spain – Brenes Plant, Seed Oil (t), Sovena Oilseeds – Andújar Plant: Seed and seed Oil (t); Sovena Spain – Plasencia Plant: Glass (t); Sovena USA – Rome Plant: Olive Oil (t).



GRI Universal Standards 2021	Contents of Law 11/2018 on Non-Financial Reporting	Location or comment
GRI 301 – MATERIALS 2016		
301-2 Recycled input materials used	Circular economy and waste prevention and management: preventive measures Sustainable use of resources: consumption of raw materials	5% of rPET 55% of recycled glass 84% of recycled cardboard
301-3 Reclaimed products and their packaging materials	Sustainable use of resources: consumption of raw materials	Sovena pays a fee associated with the waste management of the packaging used, assuming its producer responsibility in an integrated system, where waste management entities ensure the common goals of the industry in terms of recovery, recycling and reintegration of materials.
GRI 302 – ENERGY 2016		
GRI 3: Material Topics 2021 / 3-3 Management of material topics	Description of the group’s policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken. Application of the precautionary principle. Sustainable use of resources: direct and indirect consumption of energy, measures taken to improve energy efficiency and the use of renewable energy.	See chapter “Process in an efficient, low carbon and circular way” Environmental policy available here



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 302 – ENERGY 2016

302-1 Energy consumption within
the organization

Sustainable use of resources: direct and
indirect consumption of energy, measures
taken to improve energy efficiency and the
use of renewable energy.

Direct Non-Renewable Energy Consumption (GJ)	2021	2022
Sovena Spain – Brenes Plant	95,868	96,617
Diesel from stationary sources (sites)	561	499
Diesel from fleet or other vehicles	487	620
Natural Gas	94,820	95,498
Sovena Consumer Goods – Barreiro Plant	55,320	63,226
Diesel from fleet or other vehicles	220	325
Butane /Propane /LPG	50	0
Natural Gas	55,050	62,901
Sovena Oilseeds – Andújar Plant	81,637	104,630
Diesel from fleet or other vehicles	507	489
Natural Gas	81,130	104,141
Sovena Oilseeds – Almada Plant	770	550
Diesel from fleet or other vehicles	770	550
Sovena Spain – Plasencia Plant	6,444	6,982
Diesel from stationary sources (sites)	6,370	5,835
Diesel from fleet or other vehicles	74	69
Natural Gas	0	1,078
Sovena Mena [Tunisia]	254	251
Diesel from fleet or other vehicles	98	114
Gasoline	156	137
Sovena USA – Rome Plant + Modesto Plant	31,798	19,661
Diesel from fleet or other vehicles	23,037	12,114
Butane /Propane /LPG	1	1
Natural Gas	8,760	7,546
Nutrifarms	26,680	35,219
Diesel from stationary sources (sites)	7,448	6,499
Diesel from fleet or other vehicles	26,680	28,389
Gasoline	0	331



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 302 – ENERGY 2016

302-1 Energy consumption within
the organization

Sustainable use of resources: direct and
indirect consumption of energy, measures
taken to improve energy efficiency and the
use of renewable energy.

Direct Non-Renewable Energy Consumption (GJ)	2021	2022
Monteolivo	-	-
Industrias San Pedro	-	-
Sovena Brazil Gasoline	3,385	8,798
Agropro Diesel from fleet or other vehicles	3,385	8,798
Sovena Headquarters Diesel from fleet or other vehicles	350	636
	350	636
	3,233	3,216
	3,233	3,216
Total	305,739	339,786

Notes:

Monteolivo and Industrias San Pedro do not have direct energy consumption.

Sovena USA – in 2022 includes Modest Plant.

Values updated in 2021:

- Sovena Spain – Brenes Plant: Natural Gas. Added: Diesel from stationary sources (sites) and Diesel from fleet or other vehicles.
- Sovena Oilseeds – Andújar: Diesel from fleet or other vehicles and Natural Gas.
- Sovena Spain – Plasencia Plant: Diesel from fleet or other vehicles.
- Sovena Mena [Tunisia]: Diesel from fleet or other vehicles and gasoline.
- Sovena USA – Rome Plant + Modesto Plant: Diesel from fleet or other vehicles, Butane /Propane /LPG and Natural Gas
- Nutrifarms: Diesel from stationary sources (sites) and Gasoline
- Sovena Brazil: Gasoline
- Sovena Headquarters: Diesel from fleet or other vehicles



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 302 – ENERGY 2016

302-1 Energy consumption within
the organization

Sustainable use of resources: direct and
indirect consumption of energy, measures
taken to improve energy efficiency and the
use of renewable energy.

Direct Renewable Energy Consumption (GJ)	2021	2022
Sovena Spain – Brenes Plant	47,834	73,955
Biomass	43,763	68,049
Production and self-consumption photovoltaic energy	4,071	5,906
Sovena Consumer Goods – Barreiro Plant	0	1,226
Production and self-consumption photovoltaic energy	0	1,226
Sovena Oilseeds – Andújar Plant	201,609	148,590
Biomass	201,609	148,590
Sovena Oilseeds – Almada Plant	0	0
Sovena Spain – Plasencia Plant	0	205
Production and self-consumption photovoltaic energy	0	205
Sovena Mena [Tunisia]	0	0
Sovena USA – Rome Plant + Modesto Plant	0	0
Nutrifarms	2,256	1,680
Biomass	2,256	1,680
Monteolivo	–	–
Industrias San Pedro	–	–
Sovena Brazil	0	0
Agropro	0	0
Sovena Headquarters	0	0
Total	251,699	225,656

Notes:

Monteolivo and Industrias San Pedro do not have direct energy consumption.

Sovena USA – in 2022 includes Modest Plant

Values updated in 2021:

- Sovena Spain – Brenes Plant: Biomass. Added: Production and self-consumption photovoltaic energy
- Sovena Oilseeds – Andújar: Biomass
- Nutrifarms: Biomass



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 302 – ENERGY 2016

302-1 Energy consumption within
the organization

Sustainable use of resources: direct and
indirect consumption of energy, measures
taken to improve energy efficiency and the
use of renewable energy.

Indirect Non-Renewable Energy Consumption (GJ)	2021	2022
Sovena Spain – Brenes Plant	42,437	21,064
Electricity	42,437	21,064
Sovena Consumer Goods – Barreiro Plant	0	0
Sovena Oilseeds – Andújar Plant	81,620	72,126
Electricity	81,620	72,126
Sovena Oilseeds – Almada Plant	766,083	749,585
Steam	766,083	749,585
Sovena Spain – Plasencia Plant	3,797	3,674
Electricity	3,797	3,674
Sovena Mena [Tunisia]	32	35
Electricity	32	35
Sovena USA – Rome Plant + Modesto Plant	24,073	27,663
Electricity	24,073	27,663
Nutrifarms [PT+MO] – MILLS + OLIVE GROVES	6,887	6,148
Electricity (Marrakech Mill [Morocco])	6,887	6,148
Monteolivo	1,371	1,292
Electricity	1,371	1,292
Industrias San Pedro	519	379
Electricity	519	379
Sovena Brazil	83	152
Electricity	83	152
Agropro	-	-
Sovena Headquarters	0	0
Total	926,901	882,118



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 302 – ENERGY 2016

302-1 Energy consumption within the organization

Sustainable use of resources: direct and indirect consumption of energy, measures taken to improve energy efficiency and the use of renewable energy.

Indirect Renewable Energy Consumption (GJ)

	2021	2022
Electricity (green certificates)	0	19,073
Sovena Spain – Brenes Plant Electricity	0	19,073
Sovena Consumer Goods – Barreiro Plant	25,429	27,209
Sovena Oilseeds – Andújar Plant	0	0
Sovena Oilseeds – Almada Plant	139,252	146,192
Sovena Spain – Plasencia Plant	0	0
Sovena Mena [Tunisia]	0	0
Sovena USA – Rome Plant + Modesto Plant	0	0
Nutrifarms	25,213	21,706
Monteolivo	0	0
Industrias San Pedro	0	0
Sovena Brazil	0	0
Agropro	-	-
Sovena Headquarters	424	822
Total	190,319	215,002

Notes:

Agropro does not have indirect energy consumption.

Sovena USA – in 2022 includes Modest Plant.

302-3 Energy intensity

Sustainable use of resources: direct and indirect consumption of energy, measures taken to improve energy efficiency and the use of renewable energy.

	2021	2022
Energy intensity (GJ/€ thousands of economic value generated)	1.25	0.89

302-4 Reduction of energy consumption

Sustainable use of resources: direct and indirect consumption of energy, measures taken to improve energy efficiency and the use of renewable energy

Sovena Spain – Brenes Plant	105 GJ	Consumption reduction of around 0.5% of total electricity consumption was achieved by installing crepuscular timers in the packaging area and warehouse.
Sovena Consumer Goods – Barreiro Plant	792 GJ	Setup optimization (Reduction of Electricity and Steam)
Sovena Oilseeds – Andújar Plant	2,335 GJ	Change of luminaires to LED technology, change from linear to ring compressed air network and renewal of the motor fleet for more efficient motors.
	68,591 tm	Actions to improve the efficiency of the steam network
Sovena Spain – Plasencia Plant	205 GJ	Installation of solar panels

Note: The other locations did not have reductions in energy consumption as a direct result of conservation and efficiency initiatives.



GRI Universal Standards 2021	Contents of Law 11/2018 on Non-Financial Reporting	Location or comment
GRI 302 – ENERGY 2016		
302-5 Reductions in energy requirements of products and services	Sustainable use of resources: direct and indirect consumption of energy, measures taken to improve energy efficiency and the use of renewable energy.	Non-significant
GRI 303 – WATER AND EFFLUENTS 2018		
GRI 3: Material Topics 2021 / 3-3 Management of material topics	Description of the group’s policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken. Application of the precautionary principle.	See chapter “Process in an efficient, low carbon and circular way” Environmental policy available here
303-1 Interactions with water as a shared resource	Sustainable use of resources: consumption of water.	<p>SOVENA OILSEEDS / ALMADA PLANT AND SOVENA CONSUMER GOODS / BARREIRO PLANT</p> <p>The water consumed in the Almada industrial facility comes from two different sources: municipal public network for industrial, human consumption and general uses; and own surface catchment of the Tagus River estuary for use in the industrial cooling circuits. The wastewater produced at the plant is divided into two types: domestic and industrial, the latter being essentially made up of process effluents and salt water from the cooling circuits. Both the domestic wastewater and the process wastewater are sent for treatment in our own Wastewater Treatment Plants, which enable us to achieve the legal conditions for discharge into the aquatic environment. The water drainage networks are separate for the different types, such as industrial, domestic and rainwater.</p> <p>All environmental aspects and their impacts of the organisation’s activities, including those related to water, are identified, and assessed in accordance with the methodology of ISO 14001:2015: Environmental Management Systems; 6.1.2. Environmental aspects. A matrix of this assessment is monitored and reviewed annually.</p> <p>The environmental aspects of the organisation’s activities are assessed from a product life cycle perspective, i.e. they may involve suppliers and/or customers, if applicable. The environmental aspects with significant impacts are monitored with demand and rigour and considered in the establishment of environmental objectives and targets.</p> <p>The organisation has implemented management procedures and monitoring plans for water and effluents, which are audited annually by external entities. The level of demand of these plans is in accordance with legal requirements and State policies. Annually, environmental objectives and targets of the environmental management system are established, which may or may not include water-related environmental aspects.</p>



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 303 – WATER AND EFFLUENTS 2018

303-1 Interactions with water
as a shared resource

Sustainable use of resources:
consumption of water.

SOVENA OILSEEDS / ANDÚJAR PLANT

Water is consumed exclusively from the local drinking water supplier. This water is distributed for various uses: drinking water (washing of oils, cleaning of installations and equipment), industrial use (replenishment in towers, steam production).

Once the water has been used, the process water collection network collects the output water from each of the processes so that the treatment plant can homogenise and process it so that it can be discharged (discharge point: Guadalquivir River).

All environmental aspects and respective impacts of the organisation's activities, including those related to water, are identified, and assessed in accordance with the methodology of ISO 14001:2015: Environmental management systems; 6.1.2 Environmental aspects. The matrix resulting from this assessment is monitored and reviewed annually.

SOVENA SPAIN / BRENES PLANT

The water used in Brenes industrial facility comes from the municipal water supplier. Most of the water consumed is used in the refining process, the rest is water for human consumption. Three types of discharge are generated: rainwater, sanitary and process water.

- Rainwater is collected by means of an independent network that discharges into the Arroyo del Bodegón and is directed to two discharge points that previously pass through a grease separator.
- Process water is treated in a WWTP located in the same factory. The effluent obtained, together with the sanitary wastewater, is discharged into the Brenes municipal sanitation network, managed by the Huesna Consortium. The municipality of Brenes also has a municipal WWTP, that is, our already treated water goes to the municipal WWTP and is treated again together with the waters of the municipality, prior to its discharge to the Hydraulic Public Domain.

Water related impacts is included in our strategic direction (DAFO): risk and opportunity, context, and stakeholder analysis.

Water consumption is monitored monthly. In a way to avoid a water consumption higher than necessary, water saving measures are studied. For example, in 2022 one of the environmental projects was the installation of softeners at the refinery.

SOVENA SPAIN / PLASENCIA PLANT

For table olives, water is used as a preservative for the raw material, with salt and acetic acid, as an indispensable element in the transformation of the product prior to packaging together with soda and as a governing liquid inside the packaging with salt and some type of acid.

As water is a fundamental element in the process, the elements that are checked are leaks within the system, so as not to increase consumption and prevent the olives from spoiling.

The factory is in contact with the municipal authorities, in order to be able to anticipate a supply cut as well as a problem with the municipal sewage treatment plant, as either of the two interruptions in the water flow would force production to stop.

For the time being, there has been no water stress in the Plasencia area, and it has not been necessary to generate contingency plans.



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 303 – WATER AND EFFLUENTS 2018

303-1 Interactions with water
as a shared resource

Sustainable use of resources:
consumption of water.

SOVENA USA / ROME AND MODESTO PLANTS

The water used in Rome (New York) and Modesto are supplied by municipal supply company. The water consumption is related to cleaning, office, restrooms, etc, it is not used as part of the manufacturing process. Water consumption is metered and billed quarterly.

NUTRIFARMS

Farms

Irrigation of our olive groves represents most of our water consumption. Most of our farms are located and benefit from community irrigation perimeters. Nevertheless, we are aware of the importance of water, and we do everything in our power to use this resource as efficiently as possible. We do not consider that discharges occur in our activity. All water we apply in our olive groves re-enters its natural cycle. Be it through the plants' transpiration or residual evaporation and percolation in the soil.

We use drip irrigation systems to minimize water losses through evaporation and infiltration. Our irrigation systems are tailor-made to each farm's soil type and crop. Before we install our crops, we do a detailed study of the farms to determine the variations in the soil and adapt the irrigation system.

We carefully plan our irrigation throughout the year taking into the consideration the development of the crop, weather forecasts and soil moisture content (measured by the probes we install in every farm). This way, we guarantee that deliver just the right amount of water needed.

Mills

The olive oil extraction process does not use much water. All process water is collected in evaporation tanks and/or used in irrigation. As such, there are no discharges.

MONTEOLIVO (SPAIN) AND INDUSTRIAS SAN PEDRO (SPAIN)

Mills

The olive oil extraction process does not use much water. All process water is collected in evaporation tanks and/or used in irrigation. As such, there is no discharges.

SOVENA MENA

Water consumption is 100% supplied by the public network, the use is focused on toilets, showers. The wastewater is connected with the public sanitation network, there are no non-standard effluents.



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 303 – WATER AND EFFLUENTS 2018

303-2 Management of water discharge
related impacts

SOVENA CONSUMER GOODS / BARREIRO PLANT, SOVENA OILSEEDS / ALMADA PLANT AND SOVENA OILSEEDS / ANDÚJAR PLANT

The discharge of effluents from the organisation is subject to demanding requirements, both to municipal collectors and to water bodies. The respective authorisations give rise to a scrupulous set of discharge conditions, evidence of which is periodically communicated to the local authorities.

SOVENA SPAIN / BRENES PLANT

SOVENA has an integrated environmental authorization that establishes the limits for process discharge (pH 6 – 9, Conductivity at 25° (µS/cm) <4.500, Suspended solids (mg/l) <200, DBO5 (mg/l O2) <600, DQO (mg/l O2) <1200, Oils and fats (mg/l) <150).Parameters are measured monthly by an external accredited laboratory, and oil and fats measured weakly. pH and conductivity are diary measured and registered by an internal operator.

SOVENA SPAIN / PLASENCIA PLANT

The standards of the wastewater generated by the factory are those established by the local regulations of Plasencia, as our waste is discharged into the collector that goes to the municipal wastewater treatment plant.



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 303 – WATER AND EFFLUENTS 2018

303-3 Water withdrawal

Circular economy and waste prevention
and management: preventive measures

		2021	2022
Sovena Spain – Brenes Plant	Municipal water (third party water) (m ³)	110,613	121,725
Sovena Consumer Goods – Barreiro Plant	Surface Water (m ³)	575,532	636,879
	Municipal water (third party water) (m ³)	51,118	56,225
	Total (m ³)	626,650	693,104
Sovena Oilseeds – Andújar Plant	Municipal water (third party water) (m ³)	302,287	228,800
Sovena Oilseeds – Almada Plant	Surface Water (m ³)	5,404,899	5,423,583
	Municipal water (third party water) (m ³)	249,493	257,630
	Total (m ³)	5,654,392	5,681,213
Sovena Spain – Plasencia Plant	Surface Water (m ³)	45,229	44,242
	Municipal water (third party water) (m ³)	10,843	9,130
	Total (m ³)	56,072	53,372
Sovena Mena	Municipal water (third party water) (m ³)	360	250
Sovena USA – Rome Plant	Municipal water (third party water) (m ³)	5,763	5,366
Sovena USA – Modesto Plant	Municipal water (third party water) (m ³)	–	59
Nutrifarms – Mills	Surface Water (m ³)	14,970	11,109
Nutrifarms – Olive groves	Surface Water (m ³)	23,181,857	20,331,642
	Groundwater (m ³)	966,482	44,694
	Total (m ³)	24,148,340	20,376,336
Monteolivo	Groundwater (m ³)	5,250	4,400
Industrias San Pedro mill	Municipal water (third party water) (m ³)	1,273	894
Sovena Brazil	(m ³)	–	–
Sovena Headquarters	(m ³)	–	–
Total	(m³)	30,925,969	28,259,248



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 303 – WATER AND EFFLUENTS 2018

303-4 Water discharge

Circular economy and waste prevention
and management: preventive measures

		2021	2022
Sovena Spain – Brenes Plant	Municipal water (third party water) (m ³)	62,903	73,337
Sovena Consumer Goods – Barreiro Plant	Surface water (m ³)	575,532	636,879
	Municipal water (third party water) (m ³)	51,118	25,242
	Total (m ³)	594,489	662,121
Sovena Oilseeds – Andújar Plant	Surface Water (m ³)	147,217	134,050
Sovena Oilseeds – Almada Plant	Surface Water (m ³)	5,500,745	5,517,642
	Municipal water (third party water) (m ³)	–	–
	Total (m ³)	5,500,745	5,681,213
Sovena Spain – Plasencia Plant	(m ³)	5,607	5,337
Sovena Mena	Municipal water (third party water) (m ³)	360	250
Sovena USA – Rome Plant	Municipal water (third party water) (m ³)	Not available	Not available
Sovena USA – Modesto Plant	Municipal water (third party water) (m ³)	–	Not available
Nutrifarms	(m ³)	0	0
Monteolivo mill	(m ³)	0	4,400
Industrias San Pedro mill	(m ³)	0	0
Sovena Brazil	(m ³)	–	–
Sovena Headquarters	(m ³)	–	–
Total	(m ³)	6,310,961	6,396,887



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 303 – WATER AND EFFLUENTS 2018

303-5 Water consumption

Circular economy and waste prevention
and management: preventive measures

		2021	2022
Sovena Spain – Brenes Plant	Municipal water (third party water) (m ³)	47,710	48,388
Sovena Consumer Goods – Barreiro Plant	Municipal water (third party water) (m ³)	31,161	30,983
Sovena Oilseeds – Andújar Plant	Municipal water (third party water) (m ³)	155,070	94,750
Sovena Oilseeds – Almada Plant	(m ³)	153,647	163,571
Sovena Spain – Plasencia Plant	(m ³)	50,465	48,035
Sovena Mena	Municipal water (third party water) (m ³)	360	250
Sovena USA – Rome Plant	Municipal water (third party water) (m ³)	5,763	5,366
Sovena USA – Modesto Plant		–	59
Nutrifarms – Mills	Surface Water (m ³)	14,970	11,109
Nutrifarms – Olive groves	Surface Water (m ³)	23,181,857	20,331,642
	Ground Water (m ³)	966,482	1,127,313
	Total (m ³)	24,148,340	21,458,955
Monteolivo mill	(m ³)	5,250	4,400
Industrias San Pedro mill	(m ³)	1,273	894
Sovena Brazil	(m ³)	–	–
Sovena Headquarters	(m ³)	–	–
Total	(m³)	24,614,648	21,865,867

Notes:

Sovena Brazil and the headquarters are offices and water disclosures are less relevant compared to the other facilities.

GRI 304 – BIODIVERSITY 2016

GRI 3: Material Topics 2021 /

3-3 Management of material topics

Description of the group's policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken.

Application of the precautionary principle.

Protection of biodiversity: measures taken to preserve or restore biodiversity.

“Produce food in a sustainable way”

The agricultural activity of Sovena takes place in a natural space, classified as a National Agricultural Reserve. All olive groves are designed taking into account the characteristics of the soil, terrain, climate and natural values of each location, seeking to reconcile agricultural activity with the protection of nature with a special focus on protecting the soil, water and biodiversity.

All farms in Portugal, including productive and conservation areas, are being studied under a Natural Values Management Plan. This plan outlines measures for the management and enhancement of all natural values: biodiversity, ecosystem services, endangered species, rare or threatened ecosystems and conservation areas.



GRI Universal Standards 2021	Contents of Law 11/2018 on Non-Financial Reporting	Location or comment
GRI 304 – BIODIVERSITY 2016		
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		<p>NUTRIFARMS</p> <p>Nutrifarms’ agricultural activity takes place in natural space, classified as National Agricultural Reserve. The remaining sites are not located adjacent to protected areas or areas of high biodiversity value and therefore there is no significant impact of the activity on biodiversity.</p>
304-2 Significant impacts of activities, products, and services on biodiversity	Protection of biodiversity: impacts caused by activities or operations in protected areas.	<p>See chapter “Produce food in a sustainable way”</p> <p>NUTRIFARMS</p> <p>All olive groves are designed taking into account soil characteristics, orography, climate and natural values of each location, seeking to conciliate agricultural activity with nature protection with special focus on soil, water and biodiversity protection. The remaining sites are not located adjacent to protected areas or areas of high biodiversity value and therefore there is no significant impact of the activity on biodiversity.</p>
304-3 Habitats protected or restored	Protection of biodiversity: measures taken to preserve or restore biodiversity.	Nutrifarms: 542,602 ha of which 25% belong to Avis, 37% to Beja e 38% to Ferreira do Alentejo.
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		<p>NUTRIFARMS</p> <ul style="list-style-type: none"> • Critically endangered: 0 • Endangered: 3 (Ardea purpúrea; Nycticorax nycticorax; Linaria ricardo) • Vulnerable: 10 (Hemidactylus turcicus; Mareca strepera; Caprimulgus ruficollis; Caprimulgus europaeus; Porphyrion porphyrio; Ixobrychus minutus; Circus aeruginosus; Locustella luscinioides; Rhinolophus hipposideros; Myotis myotis) • Near threatened: 3 (Discoglossus galganoi; Acrocephalus scirpaceus; Oryctolagus cuniculu) • Least concern: 0



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 305 – EMISSIONS 2016

GRI 3: Material Topics 2021 /
3-3 Management of material topics

Description of the group's policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken.
Application of the precautionary principle.
Measures to prevent pollution.
Climate change: greenhouse gas emissions.

See chapter "Process in an efficient, low carbon and circular way"
Environmental policy available [here](#)

305-1 Direct (Scope 1) GHG emissions

Climate change: greenhouse gas emissions.

Units: t CO ₂ e	2021	2022
Sovena Spain – Brenes Plant	5,444	5,472
Sovena Consumer Goods – Barreiro Plant	3,170	3,715
Sovena Oilseeds – Andújar Plant	5,506	5,900
Sovena Oilseeds – Almada Plant	57	40
Sovena Spain – Plasencia Plant	3,199	3,456
Sovena Mena [Tunisia]	19	19
Sovena USA – Rome Plant + Modesto Plant	1,914	1,167
Nutrifarms	6,863	5,709
Monteolivo	0	0
Industrias San Pedro	0	0
Sovena Brazil	8	21
Agropro	26	24
Sovena Headquarters	241	234
Total	26,447	25,756

Values updated in 2021: Sovena Spain – Brenes Plant; Sovena Oilseeds – Andújar Plant; Sovena Spain – Plasencia Plant, Nutrifarms, 2021 value was corrected with the inclusion of fertilizers by fertirrigation in the calculation of emissions and minor adjustments in fuel consumption.



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 305 – EMISSIONS 2016

305-2 Energy indirect (Scope 2)
GHG emissions

Climate change: greenhouse gas emissions.

Units: t CO ₂ e	2021	2022
Sovena Spain – Brenes Plant	3,193	1,480
Sovena Consumer Goods – Barreiro Plant	0	0
Sovena Oilseeds – Andújar Plant	6,147	5,069
Sovena Oilseeds – Almada Plant	43,144	42,214
Sovena Spain – Plasencia Plant	286	258
Sovena Mena [Tunisia]	4	4
Sovena USA – Rome Plant + Modesto Plant	2,357	2,751
Nutrifarms	1,373	1,283
Monteolivo	75	91
Industrias San Pedro	28	27
Sovena Brazil	1	5
Agropro	–	–
Sovena Headquarters	0	0
Total	56,607	53,183

Values updated in 2021: Sovena Oilseeds – Almada Plant

305-3 Other indirect (Scope 3)
GHG emissions

Climate change: greenhouse gas emissions.

Units: t CO ₂ e	2021	2022
Sovena Spain – Brenes Plant	329,245	378,292
Sovena Consumer Goods – Barreiro Plant	55,649	86,395
Sovena Oilseeds – Andújar Plant	247,611	250,468
Sovena Oilseeds – Almada Plant	227,040	283,442
Sovena Spain – Plasencia Plant	11,174	4,671
Sovena Mena [Tunisia]	7,268	9,333
Sovena USA – Rome Plant + Modesto Plant	129,202	145,989
Nutrifarms	8,229	5,811
Monteolivo	1,961	1,994
Industrias San Pedro	562	376
Sovena Brazil	1,447	1,699
Agropro	52,365	81,203
Sovena Headquarters	27	143
Total	1,071,780	1,249,814

Values updated in 2021: Sovena Spain – Brenes Plant, Sovena Oilseeds – Andújar Plant, Sovena Spain – Plasencia Plant, Sovena USA – Rome Plant + Modesto Plant, Nutrifarms, Sovena Brazil, Sovena Headquarters



GRI Universal Standards 2021	Contents of Law 11/2018 on Non-Financial Reporting	Location or comment	
GRI 305 – EMISSIONS 2016			
305-4 GHG emissions intensity	Climate change: greenhouse gas emissions.	2021	2022
		GHG emissions intensity (tCO ₂ e/€ thousands of economic value generated)	0.86 0.72
305-5 Reduction of GHG emissions	Measures to prevent pollution. Climate change: Measures to adapt to Climate Change.	A reduction of 5,802 t CO ₂ e comparing to 2021 was achieved mainly due to an increase of the amount of organic fertilizers and an increase of green electricity (green certificates + solar panels) use.	
GRI 306 – WASTE 2020			
GRI 3: Material Topics 2021 / 3-3 Management of material topics	Description of the group's policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken. Application of the precautionary principle.	See chapter "Process in an efficient, low carbon and circular way" Environmental policy available here	
306-1 Waste generation and significant waste-related impacts	Circular economy and waste prevention and management: preventive measures	See chapter "Process in an efficient, low carbon and circular way" Environmental policy available here	
306-2 Management of significant waste-related impacts	Circular economy and waste prevention and management: preventive measures	See chapter "Process in an efficient, low carbon and circular way" Environmental policy available here	



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 306 – WASTE 2020

306-3 Waste generated

Circular economy and waste prevention
and management: preventive measures

Hazardous Waste (t)	2021	2022	Non-hazardous Waste (t)	2021	2022
Sovena Spain – Brenes Plant	9.2	6.5	Sovena Spain – Brenes Plant	3,828.2	4,354.7
Sovena Consumer Goods – Barreiro Plant	3.0	3.4	Sovena Consumer Goods – Barreiro Plant	2,131.2	2,186.5
Sovena Oilseeds – Andújar Plant	10.2	12.8	Sovena Oilseeds – Andújar Plant	4,700.4	2,727.3
Sovena Oilseeds – Almada Plant	20.8	14.4	Sovena Oilseeds – Almada Plant	1,752.6	1,626.0
Sovena Spain – Plasencia Plant	0	0	Sovena Spain – Plasencia Plant	71.7	20.1
Sovena Mena [Tunisia]	0	0	Sovena Mena [Tunisia]	0	0.4
Sovena USA – Rome Plant	0.4	0.4	Sovena USA – Rome Plant	595.0	1,447.0
Sovena USA – Modesto Plant	–	0	Sovena USA – Modesto Plant	–	34.3
Nutrifarms	1.1	19.0	Nutrifarms	18.6	84.1
Monteolivo	0	0	Monteolivo	0	0
Industrias San Pedro	0	0	Industrias San Pedro	0	0
Sovena Brazil	–	–	Sovena Brazil	–	–
Sovena Headquarters	–	–	Sovena Headquarters	–	–
Total	44.6	56.5	Total	13,097.7	12,480.3

Values updated in 2021: Total

Values updated in 2021: Total



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 306 – WASTE 2020

306-4 Waste diverted from disposal

Circular economy and waste prevention
and management: preventive measures

	Recovery operation	2021	2022
Sovena Spain – Brenes Plant			
Hazardous waste	Other recovery operations	8.0	5.2
Non-hazardous waste	Other recovery operations	3,828.2	4,354.7
Sovena Consumer Goods – Barreiro Plant			
Hazardous waste	Recycling	2.9	3.3
Non-hazardous waste	Recycling	2,009.8	2,076.1
Sovena Oilseeds – Andújar Plant			
Hazardous waste	Recycling	7.5	6.3
Non-hazardous waste	Other recovery operations	4,631.8	2,727.3
Sovena Oilseeds – Almada Plant			
Hazardous waste	Recycling	18.6	13.9
Non-hazardous waste	Recycling	1,657.8	1,555.9
Sovena Spain – Plasencia Plant			
Non-hazardous waste	Recycling	34.1	9.7
Sovena Mena [Tunisia]			
Non-hazardous waste	Landfilling	0	0.4
Sovena USA – Rome Plant			
Non-hazardous waste	Recycling	160.0	473.6
Sovena USA – Modesto Plant			
Non-hazardous waste	Recycling	–	15.16
Nutrifarms			
Hazardous waste	Recycling	–	13.2
Hazardous waste	Other recovery operations	1.1	0.9
Non-hazardous waste	Other recovery operations	18.6	53.6
Monteolivo		0	0
Industrias San Pedro		0	0
Sovena Brazil		–	–
Sovena Headquarters		–	–
Total		12,359.8	11,310.4

Values updated in 2021: Total



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 306 – WASTE 2020

306-5 Waste directed to disposal

Circular economy and waste prevention
and management: preventive measures

	Disposal operation	2021	2022
Sovena Spain – Brenes Plant			
Hazardous waste	Other disposal operations	1.2	1.3
Sovena Consumer Goods – Barreiro Plant			
Hazardous waste	Other disposal operations	0	0.2
Non-hazardous waste	Landfilling	12.1	36.4
	Other disposal operations	109.4	74.0
Sovena Oilseeds – Andújar Plant			
Hazardous waste	Other disposal operations	2.7	6.5
Non-hazardous waste	Other disposal operations	68.6	0
Sovena Oilseeds – Almada Plant			
Hazardous waste	Other disposal operations	2.2	0.5
Non-hazardous waste	Landfilling	16.0	25.5
	Other disposal operations	78.8	44.6
Sovena Spain – Plasencia Plant			
Non-hazardous waste	Landfilling	37.6	10.4
Sovena Mena [Tunisia]			
Non-hazardous waste	Landfilling	0	0.4
Sovena USA – Rome Plant			
Hazardous waste	Landfilling	0.4	0.4
Non-hazardous waste	Landfilling	435.0	499.9
Sovena USA – Modesto Plant			
Hazardous waste	Landfilling	–	–
Non-hazardous waste	Landfilling	–	16
Nutrifarms			
Hazardous waste	Incineration (without energy recovery)	–	1.4
Hazardous waste	Landfilling	–	3.5
Non-hazardous waste	Landfilling	–	30.5
Monteolivo		0	0
Industrias San Pedro		0	0
Sovena Brazil		–	–
Sovena Headquarters		–	–
Total		763.9	1,226.5

Notes:

Sovena Brazil and the headquarters are offices and waste disclosures are less relevant compared to the other facilities.



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 308 – SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

GRI 3: Material Topics 2021 /
3-3 Management of material topics

Description of the group’s policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken.
Application of the precautionary principle.
Subcontracting and suppliers: inclusion in the procurement policy of social, gender equality and environmental issues; consideration of their social and environmental responsibility in relations with suppliers and subcontractors; monitoring and audit systems and results of these.

See chapters “Our key enablers for action” and “Produce food in a sustainable way”
Sovena has been developing a close work with all its suppliers, both environmental and socially, so that new and older ones fully comply with Sovena’s Sourcing and Purchasing policy, which defines strict commitments regarding all pillars of sustainability, namely the creation of environment / social benefits, the efficient use of resources such as water and soil, and the preservation of biodiversity to mention some.
This is possible because we are committed in long-lasting relationships, based on trust, respect and ethics. Our collaboration with our suppliers is based on principles of honesty, security, responsibility and mutual respect. We work closely with them to improve our business practices and optimize the production process, promoting innovation and sustainability.
SOVENA’s **Sourcing and Purchasing policy**

308-1 New suppliers that were screened using environmental criteria

In all new and renewed contracts mention the Code of Ethics and Conduct. Sovena requires that the supplier is aware of, is in line with and complies with the Group Sourcing and Purchasing policy.

GRI 400 – SOCIAL DISCLOSURES

GRI 401 – EMPLOYMENT 2016

GRI 3: Material Topics 2021 /
3-3 Management of material topics

Description of the group’s policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken.
Application of the precautionary principle.
Work organization: Measures to facilitate work-life balance.

See chapter “Foster employee development and connection”
The **Code of Ethics and Conduct** was disclosed internally to all employees in person (with online transmission) supported by physical communication in every site, overall communication by email to all employees and also in the interna employees plataform (YOUNIFY).
Several initiatives were developed to promote the employment: continuous improvement of our communication channels to disseminate all our opportunities (website, linkedin); we established partnerships with schools and hosted internships. Protocol Amélia de Mello Foundation (Scholarships).
Key initiatives with different levels of implementation due to type of work, location and legal standards: efr Certification (Portugal); Employee Benefits Package; Health and Wellness; Work schedule flexibility; Remote Working; Family Events; Family/Engagement initiatives; Employee training and Development.



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 401 – EMPLOYMENT 2016

401-1 New employee hires and
employee turnover

Total number and breakdown of employees
by gender, age, country, and job category.

RATE OF NEW EMPLOYEES'S HIRES

		2021	2022
Sovena Spain – Brenes Plant	Male	8%	0%
	Female	3%	2%
	<30 years	2%	1%
	30-51 years	7%	1%
	>51 years	1%	0%
	Total	11%	2%
Sovena Consumer Goods – Barreiro Plant	Male	3%	6%
	Female	1%	4%
	<30 years	0%	3%
	30-51 years	3%	6%
	>51 years	1%	1%
	Total	4%	10%
Sovena Oilseeds – Andújar Plant	Male	2%	2%
	Female	1%	4%
	<30 years	1%	4%
	30-51 years	2%	3%
	>51 years	0%	0%
	Total	3%	6%
Sovena Oilseeds – Almada Plant	Male	3%	10%
	Female	3%	7%
	<30 years	4%	4%
	30-51 years	2%	10%
	>51 years	0%	2%
	Total	6%	16%
Sovena Spain – Plasencia Plant	Male	0%	2%
	Female	0%	0%
	<30 years	0%	0%
	30-51 years	0%	0%
	>51 years	0%	2%
	Total	0%	2%



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 401 – EMPLOYMENT 2016

401-1 New employee hires and
employee turnover

Total number and breakdown of employees
by gender, age, country, and job category.

		2021	2022	
Sovena Mena [Tunisia]	Male	29%	0%	
	Female	14%	0%	
	<30 years	14%	0%	
	30-51 years	29%	0%	
	>51 years	0%	0%	
	Total	43%	0%	
	Sovena USA – Rome Plant	Male	13%	19%
		Female	3%	8%
		<30 years	4%	7%
		30-51 years	8%	16%
		>51 years	3%	4%
		Total	16%	27%
	Sovena USA – Modesto Plant	Male	–	42%
		Female	–	8%
		<30 years	–	17%
		30-51 years	–	17%
>51 years		–	17%	
Total		–	50%	
Nutrifarms	Male	10%	10%	
	Female	1%	1%	
	<30 years	4%	4%	
	30-51 years	6%	6%	
	>51 years	1%	2%	
	Total	10%	12%	
Monteolivo	Male	0%	0%	
	Female	0%	0%	
	<30 years	0%	0%	
	30-51 years	0%	0%	
	>51 years	0%	0%	
	Total	0%	0%	



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 401 – EMPLOYMENT 2016

401-1 New employee hires and
employee turnover

Total number and breakdown of employees
by gender, age, country, and job category.

		2021	2022	
Industrias San Pedro	Male	50%	0%	
	Female	0%	0%	
	<30 years	0%	0%	
	30-51 years	0%	0%	
	>51 years	0%	0%	
	Total	0%	0%	
	Sovena Brazil	Male	0%	8%
		Female	5%	17%
		<30 years	0%	4%
		30-51 years	5%	21%
		>51 years	0%	0%
		Total	5%	25%
	Agropro	Male	0%	0%
		Female	6%	6%
		<30 years	0%	6%
		30-51 years	6%	0%
>51 years		0%	0%	
Total		6%	6%	
Sovena Headquarters	Male	5%	7%	
	Female	6%	10%	
	<30 years	5%	9%	
	30-51 years	6%	9%	
	>51 years	0%	0%	
	Total	11%	17%	



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 401 – EMPLOYMENT 2016

401-1 New employee hires and
employee turnover

Total number and breakdown of employees
by gender, age, country, and job category.

EMPLOYEE TURNOVER RATE

		2021	2022
Sovena Spain – Brenes Plant	Male	7%	2%
	Female	3%	1%
	<30 years	2%	1%
	30-51 years	5%	1%
	>51 years	2%	1%
	Total	10%	3%
Sovena Consumer Goods – Barreiro Plant	Male	4%	6%
	Female	2%	2%
	<30 years	1%	1%
	30-51 years	2%	5%
	>51 years	3%	2%
	Total	6%	8%
Sovena Oilseeds – Andújar Plant	Male	3%	5%
	Female	1%	5%
	<30 years	1%	3%
	30-51 years	3%	5%
	>51 years	1%	3%
	Total	4%	11%
Sovena Oilseeds – Almada Plant	Male	7%	9%
	Female	2%	8%
	<30 years	3%	4%
	30-51 years	5%	11%
	>51 years	1%	1%
	Total	10%	17%
Sovena Spain – Plasencia Plant	Male	3%	8%
	Female	1%	6%
	<30 years	0%	0%
	30-51 years	1%	6%
	>51 years	3%	8%
	Total	4%	14%



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 401 – EMPLOYMENT 2016

401-1 New employee hires and
employee turnover

Total number and breakdown of employees
by gender, age, country, and job category.

		2021	2022	
Sovena Mena	Male	129%	0%	
	Female	14%	0%	
	<30 years	14%	0%	
	30-51 years	79%	0%	
	>51 years	50%	0%	
	Total	143%	0%	
	Sovena USA – Rome Plant	Male	17%	16%
		Female	4%	4%
		<30 years	7%	5%
		30-51 years	9%	11%
		>51 years	6%	4%
		Total	22%	20%
	Sovena USA – Modesto Plant	Male	–	21%
		Female	–	4%
<30 years		–	8%	
30-51 years		–	8%	
>51 years		–	8%	
Total		–	25%	
Nutrifarms	Male	45%	8%	
	Female	5%	1%	
	<30 years	8%	3%	
	30-51 years	32%	4%	
	>51 years	9%	2%	
	Total	50%	9%	
Monteolivo	Male	0%	0%	
	Female	0%	0%	
	<30 years	0%	0%	
	30-51 years	0%	0%	
	>51 years	0%	0%	
	Total	0%	0%	



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 401 – EMPLOYMENT 2016

401-1 New employee hires and employee turnover	Total number and breakdown of employees by gender, age, country, and job category.		2021	2022
		Industrias San Pedro	50%	0%
		Male	0%	0%
		Female	0%	0%
		<30 years	0%	0%
		30-51 years	0%	0%
		>51 years	50%	0%
		Total	50%	0%
		Sovena Brazil	0%	4%
		Male	5%	10%
		Female	0%	2%
		<30 years	5%	13%
		30-51 years	0%	0%
		>51 years	5%	15%
		Total	5%	15%
		Agropro	0%	3%
		Male	3%	3%
		Female	0%	3%
		<30 years	3%	0%
		30-51 years	0%	3%
		>51 years	3%	6%
		Total	3%	6%
		Sovena Headquarters	7%	6%
		Male	7%	8%
		Female	5%	5%
		<30 years	8%	9%
		30-51 years	2%	1%
		>51 years	14%	14%
		Total	14%	14%
401-3 Parental leave	Measures aimed at facilitating the work-life balance and promoting joint responsibility of both parents.	Sovena complies with the legislation and promotes the conciliation between work and family life. This commitment is reflected in our <u>Code of Ethics and Conduct</u>		



GRI Universal Standards 2021	Contents of Law 11/2018 on Non-Financial Reporting	Location or comment
GRI 402 – LABOR/MANAGEMENT RELATIONS 2016		
402-1 Minimum notice periods regarding operational changes	Social relations: organisation of social dialogue	In case of operational changes, the Company Committee, Union Delegates and the Health and Safety Committee are involved. In addition, Joint Commissions can be constituted for specific topics. Legal deadlines are fulfilled depending on the exchange rate and the number of people involved. We have schedule control, we do not have additional measures.
GRI 403 – OCCUPATIONAL HEALTH AND SAFETY 2018		
GRI 3: Material Topics 2021 / 3-3 Management of material topics	Description of the group's policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken. Application of the precautionary principle. Health and safety: health and safety conditions at work.	Sovena has Health and Safety Management Systems adapted to each company location, assists in measuring and monitoring performance indicators of occupational health and safety, in order to improve performance and identify improvement opportunities, mainly related to workplace accidents. The prevention of workplace accidents begins with the identification of risks and hazards, followed by the planning and implementation of measures for mitigating those risks, and finalized with health and safety audits. These systems, in addition to other related initiatives, promote a safe working environment, contributing to reduced absenteeism, avoiding occupational illnesses and collaborating to prevent workplace accidents.
403-1 Occupational health and safety management system	Social relations; assessment of collective agreements, particularly in the field of health and safety at work	The management system has been implemented by legal requirements and general guidelines: Spanish system law and rules by National institute for Health and safety labour. System has covered all workers of the plants.
403-2 Hazard identification, risk assessment, and incident investigation	Work organization: Number of absenteeism hours. Health and safety: work accidents, in particular their frequency and severity, as well as occupational diseases; disaggregated by sex	Continuous risk evaluations is in place, with application of the results for mitigation, in our plants and our daily activities. We improve our internal rules with this data. The workers can report work-related hazardous situations through Health and safety committee, responsible for prevention and directly with responsible of section, also through an internal procedure with guidelines to communicate any risk.
403-3 Occupational health services	Health and safety: work accidents, in particular their frequency and severity, as well as occupational diseases; disaggregated by sex	Yearly voluntary medical control/check for our workers and request that external companies/partners do the same. For the workers who are not employees we request for external companies/providers to carry out the assessment and report the results of their investigations accidents.



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 403 – OCCUPATIONAL HEALTH AND SAFETY 2018

403-4 Worker participation, consultation, and communication on occupational health and safety

Social relations: assessment of collective agreements, particularly in the field of health and safety at work

Processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.

Sovena Spain – Brenes Plant Sovena Oilseeds – Andújar Plant Sovena Spain – Plasencia Plant	The participation process, both for Sovena employees and external (non-staff) employees, is through the Health and Safety Committee, as well as any of its members. They can also contact a Sovena manager to present their opinions/comments/suggestions and he/she will redirect the communication to the members of the Health and Safety Committee.
Sovena Consumer Goods – Barreiro Plant Sovena Oilseeds – Almada Plant	Consultation with workers is carried out via the Workers' Representatives for OSH in the meetings held.
Sovena USA – Rome Plant + Modesto Plant	Worker participation is voluntary to be on the Safety Committee.
Nutrifarms	Consultation with the workers is carried out via the OSH Workers' Representatives at the meetings held by the Safety Committee.
Monteolivo and Industrias San Pedro	The participation process, both for Sovena employees and external (non-staff) employees, is through a Sovena manager, to present their opinions/comments/suggestions to him/her and for him/her to redirect the communication.

Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

Sovena Spain – Brenes Plant Sovena Oilseeds – Andújar Plant Sovena Spain – Plasencia Plant	These are joint committees (equal number of participants on both sides), which meet quarterly and discuss and agree on those proposals that are operational/executive, transferring the remaining proposals to the centre's management for the latter to evaluate possibilities and alternatives.
Sovena Consumer Goods – Barreiro Plant Sovena Oilseeds – Almada Plant	Consultation with workers is carried out via the OSH Workers' Representatives in the meetings of the Safety Committee.
Sovena USA – Rome Plant + Modesto Plant	Meetings are held monthly to quarterly depending on availability and need. There is an open-door policy, anyone can suggest or raise a concern. Suggestions/Concerns are considered and reviewed by upper management. When changes are implemented, all affected personnel are notified/trained.

403-5 Worker training on occupational health and safety

There are continuous training sessions about risk prevention, to all employees.

403-6 Promotion of worker health

The access to non-occupational medical and healthcare services is made through several annual campaigns about these services for all company, through emails, conversations, televisions, etc.

After the campaigns each employee receives specific and personal information abouts his health conditions. (it is not applicable to workers that are not employees)

See chapter "Foster employee development and connection" the initiative: Employee Assistance Programme



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 403 – OCCUPATIONAL HEALTH AND SAFETY 2018

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

It is used a specific and obligatory method for coordination with the external providers and suppliers.

403-8 Workers covered by an occupational health and safety management system

All employees and workers (workers who are not employees but whose work and/or workplace is controlled by the organization) are covered by an occupational health and safety management system.

The system is internally audited and by governmental institutions in all countries

Sovena Spain – Brenes Plant This system is audited externally by INTERTEK/SMETA.

Sovena Oilseeds – Andújar Plant

Sovena Spain – Plasencia Plant

Sovena Consumer Goods – Barreiro Plant This system is audited externally by SMETA.

403-9 Work-related injuries

Health and safety: health and safety conditions at work; work accidents, in particular their frequency and severity, as well as occupational diseases; disaggregated by sex.

		2021	2022
Sovena Spain – Brenes Plant	Number of fatalities as a result of work-related injury (fatalities)	0	0
	Rate of fatalities as a result of work-related injury (%)	0	0
	Number of recordable work-related injuries (Injuries)	15	0
	Rate of recordable work-related injuries (%)	44	11
Sovena Consumer Goods – Barreiro Plant	Number of fatalities as a result of work-related injury (fatalities)	0	0
	Rate of fatalities as a result of work-related injury (%)	0	0
	Number of recordable work-related injuries (Injuries)	7	13
	Rate of recordable work-related injuries (%)	38	67
Sovena Oilseeds – Andújar Plant	Number of fatalities as a result of work-related injury (fatalities)	0	0
	Rate of fatalities as a result of work-related injury (%)	0	0
	Number of recordable work-related injuries (Injuries)	4	5
	Rate of recordable work-related injuries (%)	18	24
Sovena Oilseeds – Almada Plant	Number of fatalities as a result of work-related injury (fatalities)	0	0
	Rate of fatalities as a result of work-related injury (%)	0	0
	Number of recordable work-related injuries (Injuries)	5	12
	Rate of recordable work-related injuries (%)	25	52
Sovena Spain – Plasencia Plant	Number of fatalities as a result of work-related injury (fatalities)	0	0
	Rate of fatalities as a result of work-related injury (%)	0	0
	Number of recordable work-related injuries (Injuries)	5	3
	Rate of recordable work-related injuries (%)	58	40



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 403 – OCCUPATIONAL HEALTH AND SAFETY 2018

403-9 Work-related injuries

Health and safety: health and safety conditions at work; work accidents, in particular their frequency and severity, as well as occupational diseases; disaggregated by sex.

		2021	2022
Sovena USA – Rome Plant	Number of fatalities as a result of work-related injury (fatalities)	0	0
	Rate of fatalities as a result of work-related injury (%)	0	0
	Number of recordable work-related injuries (Injuries)	0	1
	Rate of recordable work-related injuries (%)	0	3
Sovena USA – Modesto Plant	Number of fatalities as a result of work-related injury (fatalities)	–	0
	Rate of fatalities as a result of work-related injury (%)	–	0
	Number of recordable work-related injuries (Injuries)	–	0
	Rate of recordable work-related injuries (%)	–	0

Rates calculated per 1,000,000 hours of work.

403-10 Work-related ill health

Health and safety: health and safety conditions at work; work accidents, in particular their frequency and severity, as well as occupational diseases; disaggregated by sex.

		2021	2022
Sovena Spain – Brenes Plant	Number of fatalities as a result of work-related ill health	0	0
	Number of recordable work-related ill health (Occupational diseases)	0	0
Sovena Consumer Goods – Barreiro Plant	Number of fatalities as a result of work-related ill health	0	0
	Number of recordable work-related ill health (Occupational diseases)	0	0
Sovena Oilseeds – Andújar Plant	Number of fatalities as a result of work-related ill health	0	0
	Number of recordable work-related ill health (Occupational diseases)	0	0
Sovena Oilseeds – Almada Plant	Number of fatalities as a result of work-related ill health	0	0
	Number of recordable work-related ill health (Occupational diseases)	0	0
Sovena Spain – Plasencia Plant	Number of fatalities as a result of work-related ill health	0	0
	Number of recordable work-related ill health (Occupational diseases)	0	0
Sovena USA – Rome Plant	Number of fatalities as a result of work-related ill health	0	0
	Number of recordable work-related ill health (Occupational diseases)	0	0
Sovena USA – Modesto Plant	Number of fatalities as a result of work-related ill health	–	–
	Number of recordable work-related ill health (Occupational diseases)	–	–



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 404 – TRAINING AND EDUCATION 2016

GRI 3: Material Topics 2021 /
3-3 Management of material topics

Description of the group's policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken.
Application of the precautionary principle.
Training: the policies implemented in the field of training

See chapter "Foster employees' development and connection", Thriving in the professional path

404-1 Average hours of training per year per employee

Training: the total number of hours of training by professional categories

		2021		2022	
		Male	Female	Male	Female
Sovena Spain – Brenes Plant	Executives	27	NA	40	NA
	Directors	12	3	19	8
	Managers	37	38	23	17
	Professionals	6	13	12	14
	Assistants and Operators	0	2	1	7
	Total	5	12	6	13
Sovena Consumer Goods – Barreiro Plant	Executives	NA	NA	NA	NA
	Directors	22	NA	21	NA
	Managers	25	102	41	49
	Professionals	12	39	27	47
	Assistants and Operators	8	8	17	17
	Total	10	35	20	32
Sovena Oilseeds – Andújar Plant	Executives	NA	NA	NA	NA
	Directors	NA	NA	NA	NA
	Managers	33	7	16	14
	Professionals	8	3	2	20
	Assistants and Operators	0	0	0	3
	Total	4	1	2	7
Sovena Oilseeds – Almada Plant	Executives	NA	NA	NA	NA
	Directors	4	64	18	18
	Managers	74	175	10	13
	Professionals	9	31	7	28
	Assistants and Operators	5	1	2	10
	Total	9	56	4	23



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 404 – TRAINING AND EDUCATION 2016

404-1 Average hours of training per year
per employee

Training: the total number of hours
of training by professional categories

		2021		2022	
		Male	Female	Male	Female
Sovena Spain – Plasencia Plant	Executives	NA	NA	NA	NA
	Directors	24	NA	47	NA
	Managers	9	NA	6	NA
	Professionals	0	4	95	43
	Assistants and Operators	4	10	5	13
	Total	6	9	13	16
Sovena Mena [Tunisia]	Executives	NA	NA	NA	NA
	Directors	0	0	0	NA
	Managers	NA	NA	NA	0
	Professionals	0	0	NA	0
	Assistants and Operators	0	0	0	NA
	Total	0	0	0	0
Sovena USA – Rome Plant	Executives	32	NA	74	NA
	Directors	17	NA	5	NA
	Managers	9	16	4	7
	Professionals	3	3	0	1
	Assistants and Operators	4	4	0	0
	Total	5	5	1	2
Sovena USA – Modesto Plant	Executives	–	–	NA	NA
	Directors	–	–	NA	NA
	Managers	–	–	0	NA
	Professionals	–	–	0	NA
	Assistants and Operators	–	–	0	0
	Total	–	–	0	2
Nutrifarms	Executives	NA	NA	NA	NA
	Directors	10	NA	13	NA
	Managers	31	17	38	26
	Professionals	1	38	16	22
	Assistants and Operators	0	13	8	7
	Total	5	23	13	16



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 404 – TRAINING AND EDUCATION 2016

404-1 Average hours of training per year
per employee

Training: the total number of hours
of training by professional categories

		2021		2022	
		Male	Female	Male	Female
Monteolivo	Executives	NA	NA	NA	NA
	Directors	NA	NA	NA	NA
	Managers	4	NA	6	NA
	Professionals	0	NA	1	NA
	Assistants and Operators	0	0	0	31
	Total	1	0	2	31
Industrias San Pedro	Executives	NA	NA	NA	NA
	Directors	NA	NA	NA	NA
	Managers	NA	NA	NA	NA
	Professionals	NA	NA	1	NA
	Assistants and Operators	NA	0	NA	8
	Total	NA	0	1	8
Sovena Brazil	Executives	NA	NA	NA	NA
	Directors	26	11	2	7
	Managers	19	14	10	29
	Professionals	9	10	28	33
	Assistants and Operators	NA	6	NA	10
	Total	18	11	12	23
Agropro	Executives	NA	NA	NA	NA
	Directors	101	NA	13	NA
	Managers	3	NA	7	NA
	Professionals	15	5	9	8
	Assistants and Operators	NA	1	4	6
	Total	18	2	8	7
Sovena Headquarters	Male	8	11	15	8
	Female	22	44	16	46
	<30 years	61	102	26	35
	30-51 years	38	52	23	37
	>51 years	18	61	NA	30
	Total	39	65	23	36



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 404 – TRAINING AND EDUCATION 2016

404-2 Programs for upgrading employee skills and transition assistance programs

Training: Policies implemented in the field of training

CODE OF ETHICS AND CONDUCT

Sovena has training plans that cover fundamental areas, such as Safety and Technical Training and also in foreign languages (Spanish, English, Portuguese), total of more than 2.000 hours.

404-3 Percentage of employees receiving regular performance and career development reviews

		2021		2022	
		Male	Female	Male	Female
Sovena Spain – Brenes Plant	Executives	100%	NA	100%	NA
	Directors	100%	100%	100%	100%
	Managers	85%	100%	93%	100%
	Professionals	41%	64%	32%	68%
	Assistants and Operators	2%	33%	3%	42%
	Total	19%	61%	20%	67%
Sovena Consumer Goods – Barreiro Plant	Executives	NA	NA	NA	NA
	Directors	100%	NA	100%	NA
	Managers	100%	80%	100%	80%
	Professionals	0%	57%	0%	44%
	Assistants and Operators	0%	0%	0%	0%
	Total	6%	31%	6%	27%
Sovena Oilseeds – Andújar Plant	Executives	NA	NA	NA	NA
	Directors	NA	NA	NA	NA
	Managers	100%	50%	100%	67%
	Professionals	29%	40%	17%	33%
	Assistants and Operators	0%	0%	0%	0%
	Total	14%	12%	15%	13%
Sovena Oilseeds – Almada Plant	Executives	NA	NA	NA	NA
	Directors	100%	100%	100%	100%
	Managers	100%	100%	100%	100%
	Professionals	16%	31%	33%	18%
	Assistants and Operators	0%	100%	0%	0%
	Total	9%	53%	13%	41%



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 404 – TRAINING AND EDUCATION 2016

404-3 Percentage of employees receiving regular performance and career development reviews

		2021		2022	
		Male	Female	Male	Female
Sovena Spain – Plasencia Plant	Executives	NA	NA	NA	NA
	Directors	100%	NA	100%	NA
	Managers	0%	NA	0%	NA
	Professionals	0%	0%	0%	0%
	Assistants and Operators	0%	0%	0%	0%
	Total	7%	0%	9%	0%
Sovena Mena [Tunisia]	Executives	NA	NA	NA	NA
	Directors	0%	NA	0%	NA
	Managers	NA	0%	NA	0%
	Professionals	0%	0%	NA	0%
	Assistants and Operators	0%	NA	0%	NA
	Total	0%	0%	0%	0%
Sovena USA – Rome Plant	Executives	100%	NA	100%	NA
	Directors	100%	NA	100%	NA
	Managers	100%	100%	100%	100%
	Professionals	100%	80%	100%	100%
	Assistants and Operators	89%	90%	100%	100%
	Total	93%	88%	100%	100%
Sovena USA – Modesto Plant	Executives	-	-	NA	NA
	Directors	-	-	NA	NA
	Managers	-	-	100%	NA
	Professionals	-	-	100%	NA
	Assistants and Operators	-	-	100%	100%
	Total	-	-	100%	100%
Nutrifarms	Executives	NA	NA	NA	NA
	Directors	100%	NA	100%	NA
	Managers	92%	50%	83%	50%
	Professionals	0%	0%	4%	100%
	Assistants and Operators	0%	0%	0%	0%
	Total	9%	14%	9%	44%



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 404 – TRAINING AND EDUCATION 2016

404-3 Percentage of employees receiving regular performance and career development reviews

		2021		2022	
		Male	Female	Male	Female
Monteolivo	Executives	NA	NA	NA	NA
	Directors	NA	NA	NA	NA
	Managers	0%	NA	100%	NA
	Professionals	0%	NA	0%	NA
	Assistants and Operators	0%	0%	0%	0%
	Total	0%	0%	33%	0%
Industrias San Pedro	Executives	NA	NA	NA	NA
	Directors	NA	NA	NA	NA
	Managers	NA	NA	NA	NA
	Professionals	NA	NA	0%	NA
	Assistants and Operators	0%	NA	NA	0%
	Total	0%	NA	0%	0%
Sovena Brazil	Executives	NA	NA	NA	NA
	Directors	100%	100%	100%	100%
	Managers	100%	100%	100%	100%
	Professionals	100%	67%	100%	100%
	Assistants and Operators	NA	0%	NA	0%
	Total	100%	78%	100%	73%
Agropro	Executives	NA	NA	NA	NA
	Directors	100%	NA	100%	NA
	Managers	100%	NA	100%	NA
	Professionals	83%	100%	100%	100%
	Assistants and Operators	NA	100%	0%	100%
	Total	91%	100%	90%	100%
Nutrifarms	Executives	NA	NA	NA	NA
	Directors	100%	NA	100%	NA
	Managers	92%	50%	83%	50%
	Professionals	0%	0%	4%	100%
	Assistants and Operators	0%	0%	0%	0%
	Total	9%	14%	9%	44%



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY 2016

GRI 3: Material Topics 2021 /
3-3 Management of material topics

Description of the group's policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken.
Application of the precautionary principle.
Equality: measures adopted to promote equal treatment and opportunities between women and men; equality plans for effective equality of women and men)
Universal accessibility for people with disabilities.
Protocols against sexual and gender-based harassment

Reinforcement of communication on the **Code of Ethics and Conduct** in all companies.
There is a Harassment Prevention Protocol per country, in line with local legislation.
In Spain, this document is also being analyzed by the Equality Plan negotiating committee.
Training on key areas as Human Rights, Harassment, Equal Opportunities, Non Discrimination: Sovena Consumer Goods / Barreiro Plant [Portugal; Sovena Oilseeds / Almada Plant [Portugal], Nutrifarms, Monteolivo (Sovena Spain), Industrias San Pedro (Sovena Spain), Sovena headquarters
Although we do not have at this moment any specific program to integration of people with disabilities, the position on this topic is reflected in our Code of Ethics

405-1 Diversity of governance bodies and employees

Employees with disabilities.

		2021		2022	
		Male	Female	Male	Female
Sovena Spain – Brenes Plant	Executives	100%	0%	100%	0%
	Directors	83%	17%	86%	14%
	Managers	76%	24%	71%	29%
	Professionals	43%	57%	37%	63%
	Assistants and Operators	90%	10%	90%	10%
	Total	74%	26%	73%	27%
Sovena Consumer Goods – Barreiro Plant	Executives	NA	NA	NA	NA
	Directors	100%	0%	100%	0%
	Managers	44%	56%	44%	56%
	Professionals	63%	37%	53%	47%
	Assistants and Operators	82%	18%	81%	19%
	Total	76%	24%	73%	27%
Sovena Oilseeds – Andújar Plant	Executives	NA	NA	NA	NA
	Directors	NA	NA	NA	NA
	Managers	82%	18%	79%	21%
	Professionals	74%	26%	80%	20%
	Assistants and Operators	80%	20%	79%	21%
	Total	79%	21%	79%	21%



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY 2016

405-1 Diversity of governance bodies
and employees

Employees with disabilities.

		2021		2022	
		Male	Female	Male	Female
Sovena Oilseeds – Almada Plant	Executives	NA	NA	NA	NA
	Directors	33%	67%	50%	50%
	Managers	57%	43%	43%	57%
	Professionals	59%	41%	66%	34%
	Assistants and Operators	98%	2%	98%	2%
	Total	82%	18%	84%	16%
Sovena Spain – Plasencia Plant	Executives	NA	NA	NA	NA
	Directors	100%	0%	100%	0%
	Managers	100%	0%	100%	0%
	Professionals	33%	67%	33%	67%
	Assistants and Operators	49%	51%	50%	50%
	Total	53%	47%	52%	48%
Sovena Mena [Tunisia]	Executives	NA	NA	NA	NA
	Directors	100%	0%	100%	0%
	Managers	0%	100%	0%	100%
	Professionals	67%	33%	0%	100%
	Assistants and Operators	100%	0%	100%	0%
	Total	71%	29%	60%	40%
Sovena USA – Rome Plant	Executives	100%	0%	100%	0%
	Directors	100%	0%	100%	0%
	Managers	73%	27%	71%	29%
	Professionals	59%	41%	57%	43%
	Assistants and Operators	76%	24%	72%	28%
	Total	72%	28%	69%	31%
Sovena USA – Modesto Plant	Executives	100%	0%	NA	NA
	Directors	100%	0%	NA	NA
	Managers	73%	27%	100%	0%
	Professionals	59%	41%	100%	0%
	Assistants and Operators	76%	24%	90%	10%
	Total	72%	28%	92%	8%



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY 2016

405-1 Diversity of governance bodies
and employees

Employees with disabilities.

		2021		2022	
		Male	Female	Male	Female
Nutrifarms	Executives	NA	NA	NA	NA
	Directors	100%	0%	100%	0%
	Managers	86%	14%	86%	14%
	Professionals	91%	9%	87%	13%
	Assistants and Operators	97%	3%	96%	4%
	Total	95%	5%	93%	7%
Monteolivo	Executives	NA	NA	NA	NA
	Directors	NA	NA	NA	NA
	Managers	100%	0%	100%	0%
	Professionals	100%	0%	100%	0%
	Assistants and Operators	67%	33%	50%	50%
	Total	80%	20%	75%	25%
Industrias San Pedro	Executives	NA	NA	NA	NA
	Directors	NA	NA	NA	NA
	Managers	NA	NA	NA	NA
	Professionals	NA	NA	100%	0%
	Assistants and Operators	0%	100%	0%	100%
	Total	0%	100%	50%	50%
Sovena Brazil	Executives	NA	NA	NA	NA
	Directors	50%	50%	50%	50%
	Managers	69%	31%	71%	29%
	Professionals	40%	60%	40%	60%
	Assistants and Operators	0%	100%	0%	100%
	Total	57%	43%	54%	46%
Agropro	Executives	NA	NA	NA	NA
	Directors	100%	0%	100%	0%
	Managers	100%	0%	100%	0%
	Professionals	86%	14%	80%	20%
	Assistants and Operators	0%	100%	17%	83%
	Total	65%	35%	63%	38%



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY 2016

405-1 Diversity of governance bodies
and employees

Employees with disabilities.

		2021		2022			
		Male	Female	Male	Female		
Sovena Headquarters	Male	67%	33%	67%	33%		
	Female	85%	15%	67%	33%		
	<30 years	45%	55%	44%	56%		
	30-51 years	39%	61%	45%	55%		
	>51 years	27%	73%	0%	100%		
	Total	45%	55%	44%	56%		
		2021		2022			
		<30	30-51	>51	<30	30-51	>51
Sovena Spain – Brenes Plant	Executives	0%	100%	0%	0%	0%	100%
	Directors	0%	17%	83%	0%	29%	71%
	Managers	0%	82%	18%	0%	67%	33%
	Professionals	19%	69%	12%	18%	68%	13%
	Assistants and Operators	9%	64%	27%	4%	66%	30%
	Total	11%	66%	23%	8%	65%	27%
Sovena Consumer Goods – Barreiro Plant	Executives	NA	NA	NA	NA	NA	NA
	Directors	0%	100%	0%	0%	100%	0%
	Managers	0%	89%	11%	0%	89%	11%
	Professionals	11%	79%	11%	16%	79%	5%
	Assistants and Operators	3%	71%	27%	4%	67%	29%
	Total	4%	74%	22%	5%	71%	23%
Sovena Oilseeds – Andújar Plant	Executives	NA	NA	NA	NA	NA	NA
	Directors	NA	NA	NA	NA	NA	NA
	Managers	0%	73%	27%	0%	57%	43%
	Professionals	5%	84%	11%	13%	73%	13%
	Assistants and Operators	13%	67%	20%	13%	69%	18%
	Total	11%	70%	19%	12%	68%	20%
Sovena Oilseeds – Almada Plant	Executives	NA	NA	NA	NA	NA	NA
	Directors	0%	67%	33%	0%	50%	50%
	Managers	0%	100%	0%	0%	100%	0%
	Professionals	16%	44%	41%	9%	50%	41%
	Assistants and Operators	18%	56%	26%	14%	56%	30%
	Total	15%	56%	29%	11%	57%	31%



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY 2016

405-1 Diversity of governance bodies
and employees

Employees with disabilities.

		2021			2022		
		<30	30-51	>51	<30	30-51	>51
Sovena Spain – Plasencia Plant	Executives	NA	NA	NA	NA	NA	NA
	Directors	0%	100%	0%	0%	50%	50%
	Managers	0%	67%	33%	0%	100%	0%
	Professionals	0%	100%	0%	0%	100%	0%
	Assistants and Operators	0%	71%	29%	0%	61%	39%
	Total	0%	74%	26%	0%	64%	36%
Sovena Mena [Tunisia]	Executives	NA	NA	NA	NA	NA	NA
	Directors	0%	0%	100%	0%	0%	100%
	Managers	0%	100%	0%	0%	100%	0%
	Professionals	0%	100%	0%	0%	100%	0%
	Assistants and Operators	50%	50%	0%	0%	100%	0%
	Total	14%	71%	14%	0%	80%	20%
Sovena USA – Rome Plant	Executives	0%	100%	0%	0%	100%	0%
	Directors	0%	0%	100%	0%	0%	100%
	Managers	0%	45%	55%	4%	33%	63%
	Professionals	16%	46%	38%	14%	37%	49%
	Assistants and Operators	14%	58%	28%	14%	58%	28%
	Total	12%	52%	36%	12%	49%	39%
Sovena USA – Modesto Plant	Executives	–	–	–	NA	NA	NA
	Directors	–	–	–	NA	NA	NA
	Managers	–	–	–	0%	100%	0%
	Professionals	–	–	–	0%	100%	0%
	Assistants and Operators	–	–	–	50%	20%	30%
	Total	–	–	–	42%	33%	25%
Nutrifarms	Executives	NA	NA	NA	NA	NA	NA
	Directors	0%	0%	100%	0%	0%	100%
	Managers	0%	93%	7%	0%	86%	14%
	Professionals	13%	57%	30%	17%	61%	35%
	Assistants and Operators	8%	49%	43%	7%	50%	40%
	Total	8%	54%	38%	8%	55%	37%



GRI Universal Standards 2021

Contents of Law 11/2018
on Non-Financial Reporting

Location or comment

GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY 2016

405-1 Diversity of governance bodies
and employees

Employees with disabilities.

		2021			2022		
		<30	30-51	>51	<30	30-51	>51
Monteolivo	Executives	NA	NA	NA	NA	NA	NA
	Directors	NA	NA	NA	NA	NA	NA
	Managers	0%	100%	0%	0%	100%	0%
	Professionals	0%	0%	100%	0%	0%	100%
	Assistants and Operators	0%	67%	33%	0%	50%	50%
	Total	0%	60%	40%	0%	50%	50%
Industrias San Pedro	Executives	NA	NA	NA	NA	NA	NA
	Directors	NA	NA	NA	NA	NA	NA
	Managers	NA	NA	NA	NA	NA	NA
	Professionals	NA	NA	NA	0%	0%	100%
	Assistants and Operators	0%	100%	0%	0%	100%	0%
	Total	0%	100%	0%	0%	50%	50%
Sovena Brazil	Executives	NA	NA	NA	NA	NA	NA
	Directors	0%	100%	0%	0%	100%	0%
	Managers	0%	100%	0%	0%	93%	7%
	Professionals	20%	80%	0%	40%	60%	0%
	Assistants and Operators	0%	100%	0%	0%	100%	0%
	Total	5%	95%	0%	8%	88%	4%
Agropro	Executives	NA	NA	NA	NA	NA	NA
	Directors	0%	0%	100%	0%	0%	100%
	Managers	0%	50%	50%	0%	50%	50%
	Professionals	29%	57%	14%	20%	60%	20%
	Assistants and Operators	20%	80%	0%	33%	67%	0%
	Total	18%	59%	24%	19%	56%	25%
Sovena Headquarters	Male	0%	67%	33%	0%	33%	67%
	Female	0%	69%	31%	0%	67%	33%
	<30 years	0%	88%	12%	0%	79%	21%
	30-51 years	21%	65%	14%	26%	61%	13%
	>51 years	9%	64%	27%	10%	30%	60%
	Total	12%	71%	17%	16%	63%	21%

Sovena does not have at the moment any concrete program for the promotion and reception of people with disabilities, but we have several employees with disabilities internally.

However, we have a Certificate of Alternative Measures, where, through the Centro Especial de Empleo, a team of people with disabilities supports our activity (FUTUREM- Serviços de emprego SL).



GRI Universal Standards 2021	Contents of Law 11/2018 on Non-Financial Reporting	Location or comment
GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-2 Ratio of basic salary and remuneration of women to men		Not reported to ensure confidentiality (is necessary to have at least 4 people per category)
GRI 406 – NON-DISCRIMINATION 2016		
GRI 3: Material Topics 2021 3-3 Management of material topics	Description of the group’s policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken. Application of the precautionary principle. Universal accessibility for people with disabilities. Protocols against sexual and gender-based harassment.	<u>CODE OF ETHICS AND CONDUCT</u>
406-1 Incidents of discrimination and corrective actions taken	Equality: Anti-discrimination policy and diversity management.	Zero incidents of discriminations, no legal actions or complaints registered.
GRI 407 – FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016		
GRI 3: Material Topics 2021 3-3 Management of material topics	Promotion of and compliance with the provisions of basic ILO conventions related to respect for freedom of association and the right to collective bargaining	<u>CODE OF ETHICS AND CONDUCT</u>
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Subcontracting and suppliers: consideration of their social and environmental responsibility in relations with suppliers and subcontractors	<u>CODE OF ETHICS AND CONDUCT</u>



GRI Universal Standards 2021	Contents of Law 11/2018 on Non-Financial Reporting	Location or comment
GRI 408 – CHILD LABOR 2016		
GRI 3: Material Topics 2021 / 3-3 Management of material topics	Description of the group’s policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken. Application of the precautionary principle.	<u>CODE OF ETHICS AND CONDUCT</u>
408-1 Child Labour		Sovena works in collaboration with its suppliers to ensure that no actions involving child labour or hazardous work for young workers are carried out. All of this is intended to contribute to the effective abolition of child labour. <u>CODE OF ETHICS AND CONDUCT</u>
GRI 409 – FORCED AND COMPULSORY LABOR 2016		
GRI 3: Material Topics 2021 / 3-3 Management of material topics	Description of the group’s policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken. Application of the precautionary principle.	<u>CODE OF ETHICS AND CONDUCT</u>
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Application of due diligence procedures vis-à-vis human right; prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress possible abuses; elimination of forced and compulsory labour; the effective abolition of child labour.	Sovena works in partnership with its suppliers for the success, responsibility, and sustainability of the entire supply chain. Our sourcing policy applies to all suppliers along the entire value chain and includes a set of key standards that our suppliers must comply with, namely: Legal, tax and social obligations; Create social benefits, respecting and guaranteeing Human Rights together with all its stakeholders. Sourcing and purchasing Policy available here



GRI Universal Standards 2021	Contents of Law 11/2018 on Non-Financial Reporting	Location or comment
GRI 4-10 – SECURITY PRACTICES 2016		
GRI 3: Material Topics 2021 / 3-3 Management of material topics	Description of the group’s policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken. Application of the precautionary principle.	<u>CODE OF ETHICS AND CONDUCT</u>
4-10-1 Security personnel trained in human rights policies or procedures		Ethics Officer appointed in 2021; Training under the Equality Plan (Contents: Legislation; Human Rights; Harassment; Equality).
GRI 4-11 – RIGHTS OF INDIGENOUS PEOPLES 2016		
4-11-1 Incidents of violations involving rights of indigenous peoples		Not applicable
GRI 4-13 – LOCAL COMMUNITIES 2016		
GRI 3: Material Topics 2021 / 3-3 Management of material topics	Description of the group’s policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken. Application of the precautionary principle.	See chapter “Engage and energize the local ecosystem” <u>CODE OF ETHICS AND CONDUCT</u>



GRI Universal Standards 2021	Contents of Law 11/2018 on Non-Financial Reporting	Location or comment
GRI 4-13 – LOCAL COMMUNITIES 2016		
4-13-1 Operations with local community engagement, impact assessments, and development programs	The company's commitment to sustainable development: the relations maintained with local community agents and arrangements for dialogue with them	See chapter "Engage and energize the local ecosystem"
4-13-2 Operations with significant actual and potential negative impacts on local communities	The company's commitment to sustainable development: the impact of society's activity on employment and local development	See chapter "Engage and energize the local ecosystem – Continuous study of atmospheric odour"
GRI 4-14 – SUPPLIER SOCIAL ASSESSMENT 2016		
GRI 3: Material Topics 2021 / 3-3 Management of material topics	Description of the group's policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken. Application of the precautionary principle.	See chapters "Our key enablers for action" and "Produce food in a sustainable way" Sovena has been developing a close work with all its suppliers, both environmental and socially, so that new and older ones fully comply with SOVENA's Sourcing and Purchasing policy, which defines strict commitments regarding all pillars of sustainability, namely the creation of environment / social benefits, the efficient use of resources such as water and soil, and the preservation of biodiversity to mention some. This is possible because we are committed in long-lasting relationships, based on trust, respect and ethics. Our collaboration with our suppliers is based on principles of honesty, security, responsibility and mutual respect. We work closely with them to improve our business practices and optimize the production process, promoting innovation and sustainability. SOVENA's Sourcing and Purchasing policy
4-14-1 New suppliers that were screened using social criteria	Subcontracting and suppliers: inclusion in the procurement policy of social, gender equality and environmental issues; consideration of their social and environmental responsibility in relations with suppliers and subcontractors; monitoring and audit systems and results of these	In all new and renewed contracts mention the Code of Ethics and Conduct, SOVENA requires that the supplier is aware of, is in line with and complies with the Group Sourcing and Purchasing policy.
4-14-2 Negative social impacts in the supply chain and actions taken		CODE OF ETHICS AND CONDUCT In all new and renewed contracts mention the Code of Ethics and Conduct, Sovena requires that the supplier is aware of, is in line with and complies with the Group Sourcing and Purchasing policy.



GRI Universal Standards 2021	Contents of Law 11/2018 on Non-Financial Reporting	Location or comment
GRI 4-16 – CUSTOMER HEALTH AND SAFETY 2016		
GRI 3: Material Topics 2021 / 3-3 Management of material topics	Description of the group’s policies on these matters, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken. Application of the precautionary principle. Consumers: measures for consumer health and safety, claims systems, complaints received and their resolution.	According to its materiality matrix and sustainability strategy, and as the food industry is an extremely sensitive domain, where standards of safety and trust are of vital importance, quality control must be assured daily by efficient policies, strategies and actions in each of Sovena’s industrial units and laboratories. Sovena’s commitment is to always guarantee the best product and therefore assures the quality in all phases of the supply chain, from the raw materials to the final product. In order to ensure high quality of the products and processes all across the supply chain, Sovena has implemented several certifications, policies, systems and codes of practices for food safety and quality assurance and traceability. Some examples are: ISO 9001, BRC and IFS certifications; Food Safety and Quality Policies; Codes of practices for transportation of raw-materials, among others.
4-16-1 Assessment of the health and safety impacts of product and service categories	Consumers: measures for consumer health and safety, claims systems, complaints received and their resolution.	100% of products assessed All our current products, including those that undergo any alteration (whether at the level of labelling, composition / formula or process) as well as all new products under development undergo a legal, Quality, Food Safety, associated risks, Food Defence and operational validation. This is a systematic process with a preventive function in order to guarantee food safety in a logical and objective way based on a scheme similar to this: <ul style="list-style-type: none"> • Analysis of potential hazards of the product or those associated with the change to be introduced. • Identification of critical points or verification of those already defined and establishment (or revision) of control limits. • Elaboration and implementation of corresponding control procedures • Recording and archiving of documentation and ensuring traceability. Thus, each plant is obliged to keep its HACCP updated on a regular basis, either through regular review or whenever a change is introduced, be it in the process, product, facility or even in regulations. In addition, employees must receive the corresponding training on all these aspects in order to enrich our Food Safety Culture. The monitoring and analysis of all alerts and risks published both by public bodies (EFSA, FDA, ...) and by the media allows, proactively and if necessary, to modify control plans to anticipate any potential occurrence.
4-16-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Consumers: measures for consumer health and safety, claims systems, complaints received and their resolution.	Sovena did not identify any incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services. See Certifications Table in this document.



GRI Universal Standards 2021	Contents of Law 11/2018 on Non-Financial Reporting	Location or comment
GRI 4-17 – MARKETING AND LABELLING 2016		
4-17-1 Requirements for product and service information and labelling		<p>Information on the safe use of the product or service:</p> <ul style="list-style-type: none"> • Fula – In the Portuguese market the maximum recommended frying temperature is indicated. <p>Disposal of the product and environmental or social impacts:</p> <ul style="list-style-type: none"> • Fula in the Portuguese market with information on the disposal of Used Cooking Oils and the appropriate recycling bin <p>Other information's:</p> <ul style="list-style-type: none"> • Incorporation of R-PET in Fula and Oliveira da Serra brands for the domestic market – Portugal • Oliveira da Serra boxes with FSC certification
4-17-2 Incidents of non-compliance concerning product and service information and labelling		There were no incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling.
4-17-3 Incidents of non-compliance concerning marketing communications		There were no incidents of non-compliance concerning marketing communications.
GRI 4-18 – CUSTOMER PRIVACY 2016		
4-18-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Consumers: claims systems, complaints received and their resolution.	<p>There is a communication channel, with no incidence. The procedure is described in the Code of Ethics.</p> <p><u>CODE OF ETHICS AND CONDUCT</u></p>



SECTORIAL PERFORMANCE INDICATORS – FOOD PROCESSING

Disclosure

Location or comment

PROCUREMENT/SOURCING PRACTICES

FP1	Percentage of purchased volume from suppliers compliant with company's sourcing policy	<p>Sovena defined as its purpose to accelerate the evolution of global food, reinforcing the commitment to work in partnership with its Suppliers for the success, responsibility and sustainability of the entire supply chain. We pursue a very strict process to make sure that all our suppliers are aware of, in line with and compliant with our Sourcing and Purchasing Policy. From a demanding homologation process, to audits, certifications/norms validations and policy compliance, we make sure we cover not only legal, tax and social/ethical obligations, but also financial strength, environment and social responsibility/benefits, quality, service, competitiveness, flexibility, and Innovation.</p> <p>In all new and renewed contracts mention the Code of Ethics and Conduct, SOVENA requires that the supplier is aware of, is in line with and complies with the Group Sourcing and Purchasing policy.</p>																																																										
FP2	Percentage of purchased volume, which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standard	<table border="1"> <thead> <tr> <th></th> <th></th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Sovena Spain – Brenes Plant</td> <td>Organic olive oil</td> <td>2%</td> <td>3%</td> </tr> <tr> <td>Sovena Consumer Goods – Barreiro Plant</td> <td>Organic olive oil</td> <td>1%</td> <td>6%</td> </tr> <tr> <td rowspan="3">Sovena Oilseeds – Almada Plant</td> <td>Sustainable rapeseed – ISCC Certification</td> <td>100%</td> <td>100%</td> </tr> <tr> <td>Sustainable rapeseed oil – ISCC Certification</td> <td>100%</td> <td>100%</td> </tr> <tr> <td>Sustainable used cooking oil – ISCC Certification</td> <td>100%</td> <td>100%</td> </tr> <tr> <td>Sovena Mena</td> <td>Organic olive oil</td> <td>56%</td> <td>29%</td> </tr> <tr> <td rowspan="4">Sovena USA – Rome Plant</td> <td>Organic sunflower oil</td> <td>89%</td> <td>70%</td> </tr> <tr> <td>Organic canola oil</td> <td>0,3%</td> <td>0,4%</td> </tr> <tr> <td>Organic soy oil</td> <td>0,1%</td> <td>0,0%</td> </tr> <tr> <td>Organic olive oil</td> <td>7%</td> <td>0,0%</td> </tr> <tr> <td rowspan="4">Sovena USA – Modesto Plant</td> <td>Organic sunflower oil</td> <td>–</td> <td>0,0%</td> </tr> <tr> <td>Organic canola oil</td> <td>–</td> <td>0,0%</td> </tr> <tr> <td>Organic soy oil</td> <td>–</td> <td>0,0%</td> </tr> <tr> <td>Organic olive oil</td> <td>–</td> <td>0,0%</td> </tr> <tr> <td>Agropro</td> <td>Sustainable rapeseed – ISCC Certification</td> <td>100%</td> <td>100%</td> </tr> </tbody> </table>			2021	2022	Sovena Spain – Brenes Plant	Organic olive oil	2%	3%	Sovena Consumer Goods – Barreiro Plant	Organic olive oil	1%	6%	Sovena Oilseeds – Almada Plant	Sustainable rapeseed – ISCC Certification	100%	100%	Sustainable rapeseed oil – ISCC Certification	100%	100%	Sustainable used cooking oil – ISCC Certification	100%	100%	Sovena Mena	Organic olive oil	56%	29%	Sovena USA – Rome Plant	Organic sunflower oil	89%	70%	Organic canola oil	0,3%	0,4%	Organic soy oil	0,1%	0,0%	Organic olive oil	7%	0,0%	Sovena USA – Modesto Plant	Organic sunflower oil	–	0,0%	Organic canola oil	–	0,0%	Organic soy oil	–	0,0%	Organic olive oil	–	0,0%	Agropro	Sustainable rapeseed – ISCC Certification	100%	100%		
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FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	<p>See chapters "Our key enablers for action" and Certification table in this document Quality (new this year: IFS in Barreiro and SQF in Modesto)</p>																																																										



Disclosure

Location or comment

HEALTHY AND AFFORDABLE FOOD

DMA (FORMER FP4)

Nature, scope and effectiveness of any programs and practices (in-kind contributions, volunteer initiatives, knowledge transfer, partnerships and product development) that promote access to healthy lifestyles; the prevention of chronic disease; access to healthy, nutritious and affordable food; and improved welfare for communities in need

See chapter "Encourage informed food choices and diverse diets" + Engage and energize the local ecosystem //Engaging in local actions

PRODUCT AND SERVICE LABELING

DMA (FORMER FP8)

Policies and practices on communication to consumers about ingredients and nutritional information beyond legal requirements

See chapter "Encourage informed food choices and diverse diets"
FULA [website](#) – for each oil there is an explanation of the benefits of an ingredient



CERTIFICATIONS AND OTHER RECOGNITIONS

	Agriculture	Oilseeds			Consumer goods		
	Marmelo Mill Portugal	Almada Portugal	Andújar Spain	Barreiro Portugal	Brenes Spain	Rome USA	Plasencia Spain
FOOD SAFETY							
BRCS			•	•	•		•
IFS			•		•		•
SQF						•	
GMP		•					
ISO 22000	•						
QUALITY							
ISO 9001		•	•	•	•		•
ISO 17025					•	•	
ENVIRONMENT AND SUSTAINABILITY							
ISO 14001	•		•		•		
ISCC		•	•	•			
Integrated production	•						
GLOBAL MARKETS							
KOSHER		•	•	•	•	•	
HALAL			•		•		
EAC			•	•	•		•
FDA registry			•	•	•	•	•
Organic olive oil (EU)				•	•		
Organic olive oil (BRAZIL)				•	•		
Organic olive oil (JAPAN)					•		
Organic olive oil (USDA)					•	•	
Organic olive oil (TN)							
Organic olive oil (China)					•		
NON-GMO			•			•	
Foreign Supplier Verification Program (FSVP)					•		
Voluntary Qualified Importer Program (VQIP)						•	



EXTERNAL AUDIT OPINION



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RELATÓRIO INDEPENDENTE DE GARANTIA LIMITADA DE FIABILIDADE

Ao Conselho de Administração da
Nutrinveste – Sociedade Gestora de Participações Sociais, S.A.

Introdução

Fomos contratados pelo Conselho de Administração da Nutrinveste – Sociedade Gestora de Participações Sociais, S.A. (“Nutrinveste”) para a realização da revisão da informação de sustentabilidade incluída no relatório de Sustentabilidade 2022 (adiante designado por “Relatório”).

Responsabilidades

O Conselho de Administração da Nutrinveste é responsável pela elaboração do Relatório de acordo com os requisitos da *Global Reporting Initiative (“GRI Standards”)*, definindo para tal critérios adequados, bem como pela manutenção de um sistema de controlo interno e pelos sistemas e processos adequados à captura e processamento de informação, para assegurar uma adequada preparação do Relatório. A nossa responsabilidade consiste em emitir um relatório de garantia limitada de fiabilidade, profissional e independente, baseado nos procedimentos realizados e especificados na secção “Âmbito”.

Âmbito

O nosso trabalho foi efetuado de acordo com a Norma Internacional de Trabalhos de Garantia de Fiabilidade (ISAE) 3000 (Revista), Trabalhos de Garantia de Fiabilidade que não Sejam Auditorias ou Revisões de Informação Financeira Histórica, emitida pelo *International Auditing and Assurance Standards Board* e demais orientações técnicas e éticas da Ordem dos Revisores Oficiais de Contas. Aquela norma requer que o nosso trabalho seja planeado e executado por forma a obtermos um grau de segurança limitada de fiabilidade sobre se a Informação de sustentabilidade referida no anexo *The Content index required under Law 11/2018 and Global Reporting Initiative* do Relatório foi preparada, em todos os aspetos materialmente relevantes, de acordo com os *GRI Standards*.

Os procedimentos efetuados dependem do nosso julgamento profissional, considerando o nosso entendimento da Nutrinveste, e outras circunstâncias relevantes para este trabalho, tendo consistido em:

- Inquérito a colaboradores da Nutrinveste responsáveis pela preparação da Informação de sustentabilidade incluída no Relatório, de forma a entender os princípios, sistemas e procedimentos de gestão, recolha e consolidação da Informação de sustentabilidade incluída no Relatório, bem como de reporte aplicados e os mecanismos de controlo associados;



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Página 2 de 2

- Revisão da conformidade do conteúdo das divulgações gerais e dos indicadores identificados no Relatório com os requisitos dos *GRI Standards*, sempre que aplicável;
- Análise da coerência da metodologia utilizada para recolha e consolidação da Informação de sustentabilidade incluída no Relatório;
- Verificação através de testes substantivos, numa base de amostragem, da exatidão aritmética e demais evidências associadas, dos indicadores quantitativos e qualitativos constantes no Relatório, bem como a verificação da sua adequada compilação a partir dos dados disponibilizados pelas fontes de informação da Nutrinveste; e
- Execução de procedimentos analíticos, para determinados indicadores, da Informação de sustentabilidade incluídos no Relatório, em complemento com inquérito realizados aos colaboradores da Nutrinveste envolvidos na preparação dos mesmos.

Os procedimentos efetuados num trabalho de garantia limitada de fiabilidade variam na sua natureza e são menos extensos do que num trabalho de garantia razoável de fiabilidade. Consequentemente o nível de garantia de fiabilidade obtido num trabalho de garantia limitada de fiabilidade é substancialmente menor do que seria obtida se tivéssemos efetuado um trabalho de garantia razoável de fiabilidade. Assim, não expressamos uma opinião de garantia razoável de fiabilidade.

Consideramos que a evidência obtida é suficiente e apropriada para proporcionar uma base para a nossa conclusão.

Independência e controlo de qualidade

Cumprimos com os requisitos de independência e ética do código de ética do *International Ethics Standards Board for Accountants* (IESBA) e do código de ética da Ordem dos Revisores Oficiais de Contas (OROC).

Aplicamos a Norma Internacional de Gestão de Qualidade 1 (ISQM 1), a qual requer que seja desenhado, implementado e mantido um sistema de gestão de qualidade abrangente que inclui políticas e procedimentos sobre o cumprimento de requisitos éticos, normas profissionais e requisitos legais e regulamentares aplicáveis.

Conclusão

Com base no trabalho realizado, e descrito na secção “Âmbito”, nada chegou ao nosso conhecimento que nos leve a concluir que a Informação de sustentabilidade incluída no Relatório de Sustentabilidade da Nutrinveste – Sociedade Gestora de Participações Sociais, S.A., não tenha sido preparada, em todos os aspetos materialmente relevantes, de acordo com os requisitos estabelecidos nos *GRI Standards*.

Lisboa, 15 de maio de 2023

Deloitte & Associados, SROC S.A.
Representada por João Carlos Reis Belo Frade, ROC
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METHODOLOGICAL NOTES

Disclosure		Definition/calculation criteria
201-1	Direct economic value generated	Corresponds to the sum of net turnover, financial income and other incomes.
	Economic value distributed	Corresponds to the costs related to consumption of goods, employee wages, operating costs, payments to providers of capital, payments to governments, community investment and others.
	Accumulated economic value	Corresponds to the subtraction of the economic value distributed from the direct economic value generated.

CARBON FOOTPRINT

Sovena developed its carbon footprint for 2022 in accordance with the guidelines of the Intergovernmental Panel on Climate Change (IPCC) and the World Resources Institute / World Business Council for Sustainable Development (WRI / WBCSD) under the Greenhouse Gas Protocol (GHG Protocol), and ISO 14064.

To determine the carbon footprint and to define organizational boundaries, Sovena selected the “operational control” approach, considering all quantifiable GHG emission associated with the facilities in which the company holds operational control (>50%):

- **Industrial plants:** Sovena Oilseeds Portugal (Almada Plant), Sovena Consumer Goods Portugal (Barreiro Plant), Sovena Consumer Goods Spain (Brenes and Plasencia Plants), Sovena Oilseeds Spain (Andújar Plant), Sovena USA, Sovena Tunisia (Mena Plant)
- **Non Industrial Facilities:** Sovena Headquarters (Algés), Sovena Brasil, Sovena MENA (Tunisia), Agropro (50% held by Sovena)
- **Mills:** Monteolivo mill (Spain), San Pedro mill (Spain)
- **Agricultural activities:** Nutrifarms Marmelo mill (Portugal), Nutrifarms Olive groves in Portugal and Morocco and Almond groves in Spain and Portugal

Categories considered in each emissions scope:

- **Scope 1:** Fuel consumption within the facilities, Fugitive emissions from refrigerant equipment, Industrial wastewater treatment, Use of fertilizers.
- **Scope 2:** Acquisition of electricity and heat & steam.
- **Scope 3:** Purchased goods and services (Life cycle assessment of auxiliary products + Life cycle assessment of raw materials, Upstream transportation, Downstream transportation, Business travel, Waste Treatment, Carbon sink).



Emission Factors		Factor	Value	Unit	Source
STATIONARY AND MOBILE COMBUSTION					
Mobile Combustion	Diesel (Portugal)	EF CO ₂	74.43	kg CO ₂ /GJ	NIR 2022
		EF CH ₄	0.00102	kg CH ₄ /GJ	NIR 2022
		EF N ₂ O	0.0024	kg N ₂ O/GJ	NIR 2022
	Diesel (Spain)	EF CO ₂	73.68	kg CO ₂ /GJ	PRT
		EF CH ₄	0.00066	kg CH ₄ /GJ	PRT
		EF N ₂ O	0.0033	kg N ₂ O/GJ	PRT
	Diesel (USA)	EF CO ₂	10.21	kg CO ₂ /gallon	EPA
	Gasoline (Portugal)	EF CO ₂	72.00	kg CO ₂ /GJ	NIR 2022
		EF CH ₄	0.01214	kg CH ₄ /GJ	NIR 2022
		EF N ₂ O	0.0014	kg N ₂ O/GJ	NIR 2022
	Gasoline (Spain)	EF CO ₂	74.82	kg CO ₂ /GJ	PRT
		EF CH ₄	0.01418	kg CH ₄ /GJ	PRT
		EF N ₂ O	0.0009	kg N ₂ O/GJ	PRT
	Gasoline (USA)	EF CO ₂	8.887	kg CO ₂ e/t	EPA
	Cargo ship-general cargo	EF CO ₂ e	0.01323	kg CO ₂ e/t.km	DEFRA 2022
	Cargo ship-bulk carrier	EF CO ₂ e	0.00354	kg CO ₂ e/t.km	DEFRA 2022
	Road vehicle articulated (>3,5-33t)	EF CO ₂ e	0.13788	kg CO ₂ e/t.km	DEFRA 2022
	Stationary combustion	Natural gas (Portugal, Spain)	EF CO ₂	56.60	kg CO ₂ /GJ
Natural gas (USA)		EF CO ₂	53.06	kgCO ₂ /BTU 10 ⁶	EPA
		EF CH ₄	0.001	g CH ₄ /gallon	EPA
		EF N ₂ O	0.001	g N ₂ O/gallon	EPA
Diesel (Portugal, Spain)		LHV	43.07	GJ/t	APA 2013
		EF CO ₂	74.10	kg CO ₂ /GJ	APA 2013
Gasoline (Portugal, Spain)		LHV	44	GJ/t	APA 2013
		EF CO ₂	73.7	kg CO ₂ /GJ	APA 2013
Gasoline (USA)		EF CO ₂	8.78	kg CO ₂ /gallon	EPA
		EF CH ₄	0.38	g CH ₄ /gallon	EPA
		EF N ₂ O	0.08	g N ₂ O/gallon	EPA
Propane (Portugal)		LHV	48	GJ/t	APA 2013
		EF CO ₂	63.1	kg CO ₂ /GJ	APA 2013



Emission Factors		Factor	Value	Unit	Source
Stationary combustion	Propane (USA)	EF CO ₂	5.72	kg CO ₂ /gallon	EPA
		EF CH ₄	0.27	g CH ₄ /gallon	EPA
		EF N ₂ O	0.05	g N ₂ O/gallon	EPA
	Fuel oil	EF CO ₂	40.28	kg CO ₂ /GJ	APA 2013
		EF CO ₂	109.61	t CO ₂ /TJ	NIR 2021
		EF CH ₄	10.54	kg CO ₂ /TJ	NIR 2021
	Biomass	EF N ₂ O	6.66	kg CO ₂ /TJ	NIR 2021
	Business travel	Domestic	EF CO ₂ e	0.17147	kg CO ₂ e/p.km
Short haul Economic class		EF CO ₂ e	0.09245	kg CO ₂ e/p.km	GHG PROTOCOL
Short haul Business class		EF CO ₂ e	0.13867	kg CO ₂ e/p.km	GHG PROTOCOL
Short haul Seating Unknown		EF CO ₂ e	0.097	kg CO ₂ e/p.km	GHG PROTOCOL
Long haul Economic class		EF CO ₂ e	0.08263	kg CO ₂ e/p.km	GHG PROTOCOL
Long haul Business class		EF CO ₂ e	0.23963	kg CO ₂ e/p.km	GHG PROTOCOL
Long haul Seating Unknown		EF CO ₂ e	0.11319	kg CO ₂ e/p.km	GHG PROTOCOL
Taxi kg/pmile		EF CO ₂ e	0.23	kg CO ₂ e/p.km	GHG PROTOCOL

WASTE TREATMENT

Industrial waste treatment (landfill)	EF CH ₄	0.03487	t CH ₄ /twaste	NIR 2022
Managed waste disposal sites	EF CH ₄	0.03043	t CH ₄ /twaste	NIR ESP 2022
Industrial waste treatment (incineration) (Portugal)	EF CO ₂	1.53898	t CO ₂ /twaste	NIR 2022
	EF CH ₄	0.00031	t CH ₄ /twaste	NIR 2022
	EF N ₂ O	0.00008	t N ₂ O/twaste	NIR 2022
Industrial waste treatment (incineration) (Spain)	EF CH ₄	0.00009	t CH ₄ /twaste	NIR ESP 2022
	EF N ₂ O	0.00099	t N ₂ O/twaste	NIR ESP 2022

ELECTRICITY SUPPLIER

EDP Comercial	EF CO ₂	262.88	g CO ₂ /kWh	EDP
EDP Clientes SAU	EF CO ₂	253.00	g CO ₂ /kWh	EDP
Iberdrola	EF CO ₂	198.52	g CO ₂ /kWh	Iberdrola
Endesa	EF CO ₂	180.00	g CO ₂ /kWh	Endesa
Brazil	EF CO ₂	129.50	g CO ₂ /kWh	Climate Transparency
USA	EF CO ₂	358.00	g CO ₂ /kWh	Climate Transparency
STEG (Tunisia)	EF CO ₂	446.00	g CO ₂ /kWh	IRENA
Morocco	EF CO ₂	751.00	g CO ₂ /kWh	IRENA
Spain	EF CO ₂	232	g CO ₂ /kWh	EEA



Emission Factors	Factor	Value	Unit	Source
PURCHASE GOODS & SERVICES				
Ammonium nitrate	EF CO ₂ e	1112	t CO ₂ e/t	fertilizerseurope.com
Calcium nitrate	EF CO ₂ e	9510	t CO ₂ e/t	fertilizerseurope.com
Urea	EF CO ₂ e	1611	t CO ₂ e/t	fertilizerseurope.com
Hexane	EF CO ₂ e	0.723	t CO ₂ e/t	European Commission: Standard values for emission factors, V1.0.
Caustic soda	EF CO ₂ e	0.469	t CO ₂ e/t	European Commission: Standard values for emission factors, V1.0.
Hydrochloric acid	EF CO ₂ e	0.750	t CO ₂ e/t	European Commission: Standard values for emission factors, V1.0.
Methanol	EF CO ₂ e	1.980	t CO ₂ e/t	Biograce v4d, 2014
Phosphoric acid	EF CO ₂ e	3.010	t CO ₂ e/t	European Commission: Standard values for emission factors, V1.0.
Sulphuric acid	EF CO ₂ e	0.430	kg CO ₂ e/kg	European Commission: Standard values for emission factors, V1.0.
Nitrate	EF CO ₂ e	0.0004	t CO ₂ e/t	winipeg.ca
Ferric sulphate	EF CO ₂ e	0.328	t CO ₂ e/t	Kent Academic Repository
Synthetic fertilizer	EF CO ₂ e	7.470	kg CO ₂ e/kg N	IFA 2011
Organic fertilizer	EF CO ₂ e	0.810	kg CO ₂ e/kg N	Havukainen (2018)
Biofuel	EF CO ₂	9.450	kg CO ₂ /t	EPA
	EF CH ₄	0.140	kg CH ₄ /t	EPA
	EF N ₂ O	0.010	kg N ₂ O/t	EPA
Glass	EF CO ₂ e	1.04	t CO ₂ e/t	BA Glass
Rigid plastic	EF CO ₂ e	3.28	t CO ₂ e/t	DEFRA 2022
Metal cans	EF CO ₂ e	3.10	t CO ₂ e/t	DEFRA 2022
Cardboard	EF CO ₂ e	0.83	t CO ₂ e/t	DEFRA 2022
Cardboard recycled	EF CO ₂ e	0.72	t CO ₂ e/t	DEFRA 2022
PET	EF CO ₂ e	4032.39	kg CO ₂ e/t	DEFRA 2022
rPET	EF CO ₂ e	3125.27	kg CO ₂ e/t	DEFRA 2022
LDPE	EF CO ₂ e	2600.64	kg CO ₂ e/t	DEFRA 2022
HDPE	EF CO ₂ e	3269.84	kg CO ₂ e/t	DEFRA 2022
PP	EF CO ₂ e	3104.73	kg CO ₂ e/t	DEFRA 2022
Label and back label	EF CO ₂ e	2.92	g CO ₂ e/label	Sovena
Olive oil production (Spain)	EF CO ₂ e	1.7	kg CO ₂ e/ kgoliveoil	Carbon Cloud
Olives production (Portugal)	EF CO ₂ e	0.188	kg CO ₂ e/ kgolives	Feliciano M., et al, 2014
Avocado oil production (USA)	EF CO ₂ e	5	kg CO ₂ e/ kgooil	Carbon Cloud
Rapessed oil production	EF CO ₂ e	1.3	kg CO ₂ e/ kgooil	Carbon Cloud
Corn oil production	EF CO ₂ e	5	kg CO ₂ e/ kg	Carbon Cloud



Emission Factors	Factor	Value	Unit	Source
Sunflower oil production	EF CO ₂ e	1.64	kg CO ₂ e/ kg	Carbon Cloud
Peanut oil production	EF CO ₂ e	7.5	kg CO ₂ e/ kg	Life cycle assessment of five vegetable oils
Soy oil production	EF CO ₂ e	1.5	kg CO ₂ e/ kg	Carbon Cloud
Sunflower oilseeds production	EF CO ₂ e	0.88	kg CO ₂ e/ kgoilseeds	Carbon Cloud
Rapeseed oilseeds production	EF CO ₂ e	0.65	kg CO ₂ e/ kgoilseeds	Carbon Cloud

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