

SUSTAINABILITY  
REPORT 2023

# Global Reporting Initiative

## Content Index and Law 11/2018



**sovena**

Feeding Futures





GRI Universal Standards 2021

Location or comment

GRI 2 - GENERAL DISCLOSURES 2021

THE ORGANIZATION AND ITS REPORTING PRACTICES

<p><b>2-1</b> Organizational Details <b>Contents of Law 11/2018 on Non-Financial Reporting</b> Description of the group's business model</p>	<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, Agropro, Sovena USA, Sovena Brazil, Sovena MENA, Sovena Italia), Nutrifarms S.A. [SOVENA], A. Centazzi, Limitada, Sovena Colombia S.A.S. and Sovena Angola (SU), Lda. Nutrinveste SGPS owns: 100% Sovena Group, SA subsidiaries, Nutrifarms S.A and Centazzi /87% of Sovena Colombia / 50% AGROPRO Headquarters: Rua Dr. António Loureiro Borges, nº 2. Edifício Arquiparque / 1495-131 Algés, Portugal Centazzi: Rua Rodrigo Sarmento Beires, 23, Aldeia de Paio Pires 2840-068 Aldeia de Paio Pires, Portugal Sovena Colombia: Carr de Caimalito km 10 Carr Pereira-la Virginia ZF Internacional de Pereira It b 27 It b 28 Sovena Angola: Edifício Masiuka Office Plaza, Bloco A, 8º Direito, Bairro de Talatona, Município de Belas, Luanda, Angola Countries of operations: See chapter "Our activity with a Feeding Futures mindset" <a href="https://www.sovenagroup.com/en/our-world/who-we-are/">https://www.sovenagroup.com/en/our-world/who-we-are/</a> <a href="https://www.sovenagroup.com/en/brands-and-products/our-products/">https://www.sovenagroup.com/en/brands-and-products/our-products/</a> <a href="https://www.sovenagroup.com/en/our-world/operating-segments/sales/">https://www.sovenagroup.com/en/our-world/operating-segments/sales/</a></p>
<p><b>2-2</b> Entities included in the organization's sustainability reporting</p>	<p>See chapter "About this report"</p>
<p><b>2-3</b> Reporting period, frequency and contact point</p>	<p>Reporting period and contact point: see chapter "About this report" Frequency: Annual</p>
<p><b>2-4</b> Restatements of information</p>	<p>See chapter "About this report" and next to the information.</p>
<p><b>2-5</b> External assurance</p>	<p>Independent assurance report included in the 2023 Sustainability Report</p>

ACTIVITIES AND WORKERS

<p><b>2-6</b> Activities, value chain, and other business relationships <b>Contents of Law 11/2018 on Non-Financial Reporting</b> Description of the group's business model</p>	<p>See chapters "Our activity with a Feeding Futures mindset", "Produce food in a sustainable way", "About this report" <a href="https://www.sovenagroup.com/en/our-world/who-we-are/">https://www.sovenagroup.com/en/our-world/who-we-are/</a> <a href="https://www.sovenagroup.com/en/brands-and-products/our-products/">https://www.sovenagroup.com/en/brands-and-products/our-products/</a> <a href="https://www.sovenagroup.com/en/our-world/operating-segments/sale">https://www.sovenagroup.com/en/our-world/operating-segments/sale</a></p>
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Location or comment

ACTIVITIES AND WORKERS

2-7 Employees

CONSOLIDATED FOR ALL COMPANIES:

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

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 organization: organization of working time

	2022			2023		
	Male	Female	Total	Male	Female	Total
<b>Employment contract</b>						
<b>Permanent</b>	<b>714</b>	<b>281</b>	<b>995</b>	<b>760</b>	<b>330</b>	<b>1,090</b>
Executives	4	1	5	5	0	5
Directors	26	8	34	27	7	34
Managers	93	51	144	102	61	163
Professionals	141	116	257	150	142	292
Assistants and operators	450	105	555	476	120	596
<b>Fixed Term</b>	<b>67</b>	<b>27</b>	<b>94</b>	<b>82</b>	<b>38</b>	<b>120</b>
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	3	1	4	2	1	3
Professionals	15	14	29	14	18	32
Assistants and operators	49	12	61	66	19	85
<b>Non-guaranteed hours employees</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total</b>	<b>781</b>	<b>308</b>	<b>1,089</b>	<b>842</b>	<b>368</b>	<b>1,210</b>

	2022			2023		
	Male	Female	Total	Male	Female	Total
<b>Employment type</b>						
<b>Part-time</b>	<b>0</b>	<b>13</b>	<b>13</b>	<b>11</b>	<b>12</b>	<b>23</b>
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	0	1	1	0	0	0
Professionals	0	9	9	1	6	7
Assistants and operators	0	3	3	10	6	16
<b>Full-time</b>	<b>781</b>	<b>295</b>	<b>1,076</b>	<b>831</b>	<b>356</b>	<b>1,187</b>
Executives	4	1	5	5	0	5
Directors	26	8	34	27	7	34
Managers	96	51	147	104	62	166
Professionals	156	121	277	163	154	317
Assistants and operators	499	114	613	532	133	665
<b>Total</b>	<b>781</b>	<b>308</b>	<b>1,089</b>	<b>842</b>	<b>368</b>	<b>1,210</b>



GRI Universal Standards 2021

Location or comment

ACTIVITIES AND WORKERS

2-7 Employees

COMPANIES IN SPAIN:

**Sovena Oilseeds Spain**

	2022			2023		
	Male	Female	Total	Male	Female	Total
<b>Employment contract</b>						
<b>Permanent</b>	<b>80</b>	<b>19</b>	<b>99</b>	<b>85</b>	<b>20</b>	<b>105</b>
Executives	0	0	0	0	0	0
Directors	0	0	0	1	0	1
Managers	10	3	13	10	3	13
Professionals	11	3	14	11	6	17
Assistants and operators	59	13	72	63	11	74
<b>Fixed Term</b>	<b>9</b>	<b>5</b>	<b>14</b>	<b>6</b>	<b>6</b>	<b>12</b>
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	1	0	1	0	0	0
Professionals	1	0	1	0	1	1
Assistants and operators	7	5	12	6	5	11
<b>Non-guaranteed hours employees</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total</b>	<b>89</b>	<b>24</b>	<b>113</b>	<b>91</b>	<b>26</b>	<b>117</b>

	2022			2023		
	Male	Female	Total	Male	Female	Total
<b>Employment Type</b>						
<b>Part-time</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>8</b>	<b>7</b>	<b>15</b>
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	0	1	1	0	0	0
Professionals	0	2	2	1	1	2
Assistants and operators	0	1	1	7	6	13
<b>Full-time</b>	<b>89</b>	<b>20</b>	<b>109</b>	<b>83</b>	<b>19</b>	<b>102</b>
Executives	0	0	0	0	0	0
Directors	0	0	0	1	0	1
Managers	11	2	13	10	3	13
Professionals	12	1	13	10	6	16
Assistants and operators	66	17	83	62	10	72
<b>Total</b>	<b>89</b>	<b>24</b>	<b>113</b>	<b>91</b>	<b>26</b>	<b>117</b>



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Location or comment

ACTIVITIES AND WORKERS

2-7 Employees

Sovena Spain

	2022			2023		
	Male	Female	Total	Male	Female	Total
<b>Employment contract</b>						
<b>Permanent</b>	<b>174</b>	<b>75</b>	<b>249</b>	<b>150</b>	<b>54</b>	<b>204</b>
Executives	1	0	1	1	0	1
Directors	8	1	9	6	1	7
Managers	15	6	21	13	7	20
Professionals	21	38	59	22	36	58
Assistants and operators	129	30	159	108	10	118
<b>Fixed Term</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>6</b>	<b>4</b>	<b>10</b>
Executives	0	0	0	0	0	0
Directors	0	0	0	0	0	0
Managers	1	0	1	1	0	1
Professionals	2	2	4	2	4	6
Assistants and operators	1	0	1	3	0	3
<b>Non-guaranteed hours employees</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total</b>	<b>178</b>	<b>77</b>	<b>255</b>	<b>156</b>	<b>58</b>	<b>214</b>

	2022			2023		
	Male	Female	Total	Male	Female	Total
<b>Employment Type</b>						
<b>Part-time</b>	<b>0</b>	<b>9</b>	<b>9</b>	<b>0</b>	<b>4</b>	<b>4</b>
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	4	4
Assistants and operators	0	2	2	0	0	0
<b>Full-time</b>	<b>178</b>	<b>68</b>	<b>246</b>	<b>156</b>	<b>54</b>	<b>210</b>
Executives	1	0	1	1	0	1
Directors	8	1	9	6	1	7
Managers	16	6	22	14	7	21
Professionals	23	33	56	24	36	60
Assistants and operators	130	28	158	111	10	121
<b>Total</b>	<b>178</b>	<b>77</b>	<b>255</b>	<b>156</b>	<b>58</b>	<b>214</b>



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Location or comment

ACTIVITIES AND WORKERS

2-7 Employees

Agropro

	2022			2023		
	Male	Female	Total	Male	Female	Total
<b>Employment contract</b>						
<b>Permanent</b>	<b>8</b>	<b>5</b>	<b>13</b>	<b>7</b>	<b>5</b>	<b>12</b>
Executives	0	0	0	0	0	0
Directors	1	0	1	1	0	1
Managers	4	0	4	3	0	3
Professionals	3	1	4	3	2	5
Assistants and operators	0	4	4	0	3	3
<b>Fixed Term</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>4</b>
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	2	0	2
Assistants and operators	1	1	2	0	2	2
<b>Non-guaranteed hours employees</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total</b>	<b>10</b>	<b>6</b>	<b>16</b>	<b>9</b>	<b>7</b>	<b>16</b>

	2022			2023		
	Male	Female	Total	Male	Female	Total
<b>Employment Type</b>						
<b>Part-time</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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
<b>Full-time</b>	<b>10</b>	<b>6</b>	<b>16</b>	<b>9</b>	<b>7</b>	<b>16</b>
Executives	0	0	0	0	0	0
Directors	1	0	1	1	0	1
Managers	4	0	4	3	0	3
Professionals	4	1	5	5	2	7
Assistants and operators	1	5	6	0	5	5
<b>Total</b>	<b>10</b>	<b>6</b>	<b>16</b>	<b>9</b>	<b>7</b>	<b>16</b>

Work organization: organization of working time: Sovena complies with the legislation. We assumed a commitment (in alignment with the International Labor Organization), reflected in our Code of Ethics (page 22).



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**Location or comment**

**ACTIVITIES AND WORKERS**

<b>2-8</b> Workers who are not employees	Total number of workers who are not employees and whose work is controlled by the organization	151
	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 or administrative tasks)
	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**

<b>2-9</b> Governance structure and composition	<p>Governance structure: <b>Board of Directors (Board Members) and CEO.</b></p> <p>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: <b>The Board of Directors and the CEO are responsible for high level decision making.</b></p> <p>Composition of the highest governance body and its committees: <b>3 Executive members (three males), the current composition is in function since 2018.</b></p>	
<b>2-10</b> 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"> <li>• Competencies relevant to the impacts of the organization: Highly experienced members on FMCG sector, Trust and other relevant skills for the business.</li> <li>• Not applicable: Views of stakeholders (including shareholders); Diversity; Independence</li> </ul>	
<b>2-11</b> Chair of the highest governance body	The chair of the highest governance body is the CEO of the organization.	
<p><b>2-12</b> Role of the highest governance body in overseeing the management of impacts</p> <p><b>Contents of Law 11/2018 on Non-Financial Reporting</b></p> <p>Main risks and impacts arising from the company's activities, as well as their management.</p> <p>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>The Board of Directors and CEO are responsible for defining and approving company purpose value and sustainability strategy.</p> <p>Annual review meeting and several Audit Procedures, as example efr Certification for people, etc.</p> <p>Internal and External established communication channels, namely "Open and Transparency Communication Channel" available on <a href="http://www.sovenagroup.com">www.sovenagroup.com</a></p> <p><b><u>MATERIALITY ASSESSMENT</u></b></p> <p><b><u>CODE OF ETHICS AND CONDUCT</u></b></p>	



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<b>2-13</b> Delegation of responsibility for managing impacts	<p>The CEO has appointed the Sustainability Area responsible for managing Sovena's impacts, through the strategy and action plan, defined with the Sustainability Committee and approved by the CEO and Board of Directors.</p> <p>Throughout the year, the CEO and Board of Directors receive regular updates on Sovena material sustainability topics and on the progress achieved toward the goals, followed and supported by the Sustainability Area in coordination with the Sustainability Committee that represents the Group key areas.</p>
<b>2-14</b> Role of the highest governance body in sustainability reporting	<p>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.</p>
<b>2-15</b> Conflicts of interest	<p>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.</p>
<b>2-16</b> Communication of critical concerns	<p>Critical concerns are communicated to the highest governance body through regular meetings of the CEO and Management Team.</p>
<b>2-17</b> Collective knowledge of the highest governance body	<p>Collective knowledge, skills, and experience of the highest governance body on sustainable development happens namely through the association to key organizations on sustainability: BCSD and GRACE.</p>
<b>2-18</b> Evaluation of the performance of the highest governance body	<p>The CEO reports to Sovena Group performance and is evaluated by the Holding (Nutrinveste). The evaluation happens on the Holding Annual Board Meeting.</p>
<b>2-19</b> Remuneration policies	<p>The remuneration policies for members of the highest governance body and senior executives, include fixed pay and variable pay (calculated based on Company and Personal Objectives), and do not include sign-on bonuses or recruitment incentive payments, or termination payments (clawbacks and retirement benefits are not applicable).</p> <p>Our commitment is reflected in our Code of Ethics (page 22).</p>





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GOVERNANCE

2-20 Process to determine remuneration

AVERAGE PAY PER SEX, AGE

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

Employment: average pay and its evolution disaggregated by sex, age and professional classification or equal value

Gender pay gap

Employment: average remuneration of directors and managers, broken down by sex.

		2022	2023
Male	euros	35,000	34,000
Female	euros	32,000	30,000
<30 years	euros	21,500	19,500
30-51 years	euros	33,000	31,000
>51 years	euros	40,500	44,500

Note: Not desegregated since there is no minimum number of people for all categories to maintain confidentiality

The process for determining remuneration is overseen by the Remuneration Committee at Holding level.

Gender pay gap 11,8%

REMUNERATION FOR EQUAL OR AVERAGE POSITIONS IN THE COMPANY

		2022	2023
Directors (average)			
Male	euros	152,291	161,204
Female	euros	131,871	136,216
Managers (average)			
Male	euros	61,225	60,370
Female	euros	56,104	55,183

2-21 Annual total compensation ratio

Remuneration model being structured in order to provide this information.

STRATEGY, POLICIES AND PRACTICES

2-22 Statement on sustainable development strategy

"Message from the CEO"

"Message from Joana Oom, Sustainability Director"



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STRATEGY, POLICIES AND PRACTICES

2-23 Policy commitments

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

Main risks and impacts arising from the company's activities, as well as their management.

Environmental assessment or certification procedures.

See chapter "Business Foundations"

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.

**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.



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**Location or comment**

**STRATEGY, POLICIES AND PRACTICES**

**2-23** Policy commitments

**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.

**Sourcing Policy**

**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.

**RESPONSIBLE RECRUITMENT**

At Sovena, non-discrimination has always been part of our ethical principles, which include numerous procedures to ensure this, ranging from responsible recruitment, through the appropriate development of our people, to the way we interact with the community. In terms of recruitment, we have a responsible and preventive attitude. We start by identifying the profile we are looking for and the skills it must demonstrate, as well as the minimum requirements. We prioritize diversity and do not discriminate in any way, i.e. in our selection of potential candidates we both prioritize those who have the potential to learn and value experience. Whenever possible, we try to interview both men and women for the same position in order to have a more open and complete view of our candidate pool. All candidates who go through our processes, in the various geographies, must be of legal age, which we confirm by the sources available to us at this stage, i.e. Curriculum Vitae and Interview. After this stage, all the data is validated as part of the hiring process. We don't do background checks, but we do ask for references when necessary. Our recruitment process ends with integration into the company, a stage we value highly. We believe that the better the integration stage, the faster and more successfully the new employee will adapt. Responsible recruitment is not just about recruiting the best candidate but ensuring that this person has all the conditions at their disposal to succeed and remain with the company for many years to come.

All the policies were approved at the highest senior level.

**2-24** Embedding policy commitments

The Code of Ethics and Conduct has its own structure and governance, responsible to implement the commitments across the organization.

The internal disclosure of this policy was made to employees in person (with online transmission) supported by physical communication in every site, in 2022, and overall communication by email to all employees and also in the internal employees platform (Younify).

All new and renewed contracts mention the Code of Ethics and Conduct and all suppliers must be aligned with this ethics policy.

All the other policies are available in the employees platform (Younify) and all new contracts with suppliers must be aligned with the existing policies.

In the supplier approval process, the policies are applied through a questionnaire that validates the most important points of all of them.

Sites with Environmental Risk Assessment: Brenes, Barreiro, Andújar, Almada, Rome, Modesto, Marmelo Mill.

See certifications table in this document, for all sites.





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STRATEGY, POLICIES AND PRACTICES

**2-25** Processes to remediate negative impacts

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.

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.

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.

At Sovena, the assessment of the negative impacts of our activity, namely at the level of people, such as employees and the community, is done through a permanent consultation of the various areas, as well as by receiving complaints or suggestions through our "Openness and Transparency" channel. Sovena in Portugal is efr Certified, which means that it has implemented an open communication procedure for all employees, reinforced by additional instruments, such as surveys, focus groups, dedicated information sessions, among others. What we want is to act where employees need it most and according to their input. We do the same with the community, being close to schools and institutions, supporting them on a regular basis, but also when they need it most. Any form of feedback received is then analyzed and if a negative impact or area for improvement is identified, an action plan is drawn up. It is in this close, open and transparent way that we manage our impact on people.

Regarding environmental topics, our units with significant impacts, industry and mills, have environmental management systems that allow for risk assess-ment, monitoring impacts and action plans. Code of Ethics, for the communication channels and other topics regarding this process.

**2-26** Mechanisms for seeking advice and raising concerns

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

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 labor; the effective abolition of child labor.

Consumers: claims systems, complaints received and their resolution.

As described in GRI 2-25, our main communication mechanisms are: the entire management team, which, if properly trained, should be the main point for collecting feedback and/or concerns, as well as the People & Culture team. Our Internal Communication Procedure, with regular surveys, efr interviews, focus groups and dedicated clarification sessions. Internally, but also externally, we have the Ethics Channel, a mechanism available 24 hours a day that allows everyone who interacts with Sovena to raise questions, regarding all the topics mentioned in our **Code of Ethics and Conduct**, show concern, make complaints, or just make suggestions. The Openness and Transparency channel, available on our website, is the main formal communication channel.

**2-27** Compliance with laws and regulations

Provisions and guarantees for environmental risks.

Three significant instances that incurred in fines, paid during 2023: 72,401 €.



GRI Universal Standards 2021

Location or comment

STRATEGY, POLICIES AND PRACTICES

2-28 Membership of associations

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

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 (Brazil); 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  
 GS1 Portugal  
 Business Roundtable Portugal

2-29 Approach to stakeholder engagement

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

Social relations: organization 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.

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

See chapter: "Looking ahead to a new strategic cycle".



**GRI Universal Standards 2021**

**Location or comment**

**STAKEHOLDER ENGAGEMENT**

<p><b>2-30</b> Collective bargaining agreements <b>Contents of Law 11/2018 on Non-Financial Reporting</b> Social relations: the percentage of employees covered by collective agreements by country</p>	<p>100% employees in Portugal are under a Collective Sectorial Agreement, which represent us in the Social Concertation, and by being linked with these Sectorial Collective Agreements we are committed to deliver above Labor Law in favor of our employees. Since Sovena is above all minimal sectorial re-quirements, there is no negotiation. Also, in the sense of good relation, all Unions represented in our locations are heard when requested. In Spain all employ-ees are under a Collective Agreement, Sectorial or Company, which include collective negotiations for all labor topics. 100% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions</p>
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**GRI 3: MATERIAL TOPICS 2021**

<p><b>3-1</b> Process to determine material topics</p>	<p>Process described in the 2020 Sustainability Report chapter "Our priorities", that is valid for this report. The revision of the materiality assessment that supported the definition of the new strategic cycle as of 2024 is described in chapter "Looking ahead to a new strategic cycle"</p>
<p><b>3-2</b> List of material topics</p>	<p>Process described in the 2020 Sustainability Report chapter "Our priorities", that is valid for this report. The revision of the materiality assessment that supported the definition of the new strategic cycle as of 2024 is described in chapter "Looking ahead to a new strategic cycle"</p>

**GRI 201 – ECONOMIC PERFORMANCE 2016**

<p><b>201-1</b> Direct economic value generated and distributed <b>Contents of Law 11/2018 on non-financial reporting</b> Corruption and bribery: Contributions to foundations and non-profit organizations The company's commitment to sustainable development: partnership or sponsorship actions. Tax information: Benefits obtained by country. Taxes on profits paid.</p>		<b>2022</b>	<b>2023</b>
	Direct economic value generated (€ thousand)	1,857,912	<b>1,738,957</b>
	Economic value distributed (€ thousand)	1,896,008	<b>1,700,536</b>
	Economic value retained (€ thousand)	-38,096	<b>38,420</b>





**GRI Universal Standards 2021**

**Location or comment**

**GRI 201 – ECONOMIC PERFORMANCE 2016**

**201-2** Financial implications and other risks and opportunities due to climate change  
**Contents of Law 11/2018 on non-financial reporting**  
Climate change: Measures to adapt to Climate Change.

The risks associated to climate change that can have a negative financial implications are related with:  
Physical risks: droughts and other extreme events that can affect our agricultural production as well as of our suppliers, leading to reduction in production and raw materials price increase.  
Transition risks: related to the price and availability of fossil fuels, due to macro economic context and / or regulatory .  
To manage these risks Sovena has in place mechanisms of adaptation/mitigation:

- a very rigorous irrigation system as well as water efficiency measures in the factories
- a plan to switch energy sources, investing in renewable energy systems and renewable electricity purchase
- continuous development and implementation of energy efficiency measures

For more information see chapters: Produce food in a sustainable way and Process efficiently, in a low carbon and circular way and Looking ahead to a new strategic cycle. See chapters: “Produce food in a sustainable way” and “Process efficiently, in a low-carbon and circular way”.

**201-4** Financial assistance received from government.  
**Contents of Law 11/2018 on non-financial reporting**  
Tax information: Public subsidies received.

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

		<b>2022</b>	<b>2023</b>
<b>Sovena Group</b>	Investment grants, research and development grants, and other relevant types of grant (€ thousand)	0	17
	Total (€ thousand)	0	1,715
<b>Sovena Spain</b>	Tax relief and tax credits (€ thousand)	0	0
	Investment grants, research and development grants, and other relevant types of grant (€ thousand)	0	0
	Total (€ thousand)	0	0
<b>Sovena Oilseeds Spain</b>	Total (€ thousand)	0	0
<b>Agropro</b>	Total (€ thousand)	0	0

**GRI 202 – MARKET PRESENCE 2016**

GRI 3: Material Topics 2021 /

**3-3** Management of material topics

**Contents of Law 11/2018 on non-financial reporting**

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, partnerships with local educational institutes (Universities, Schools, etc.).



**GRI Universal Standards 2021**

**Location or comment**

**GRI 202 – MARKET PRESENCE 2016**

**202-1** Ratios of standard entry level wage by gender compared to local minimum wage  
**Contents of Law 11/2018 on non-financial reporting**  
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 2023 there were three people 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  
**Contents of Law 11/2018 on non-financial reporting**  
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.  
**Sourcing and Purchasing Policy**

**204-1** Proportion of spending on local suppliers  
**Contents of Law 11/2018 on non-financial reporting**  
The company’s commitment to sustainable development: the impact of society’s activity on employment and local development

		<b>2022</b>	<b>2023</b>
<b>Sovena Group</b>		-	<b>89%</b>
<b>Sovena Spain</b>	Brenes Plant	69%	<b>84%</b>
<b>Sovena Oilseeds Spain</b>	Andújar Plant	53%	<b>39%</b>
<b>Sovena Spain</b>	Plasencia Plant	97%	<b>98%</b>
<b>Agropro</b>		71%	<b>88%</b>



GRI Universal Standards 2021	Location or comment
<b>GRI 205 – ANTI-CORRUPTION 2016</b>	
<p>GRI 3: Material Topics 2021 /</p> <p><b>3-3</b> Management of material topics</p> <p><b>Contents of Law 11/2018 on non-financial reporting</b></p> <p>Corruption and bribery:</p> <p>Measures to prevent corruption and bribery.</p> <p>Measures to combat money laundering.</p> <p>Contributions to foundations and non-profit organizations.</p> <p>Application of the precautionary principle.</p>	<p>Sovena was not involved in any event under the topic Corruption and have reinforced its commitment by delivering training to all locations.</p> <p><b>CODE OF ETHICS AND CONDUCT</b></p> <p>Corruption and Bribery, page 40 and 41 of the Code of Ethics and Conduct.</p>
<p><b>205-1</b> Operations assessed for risks related to corruption</p>	<p>Reinforcement of Code of Ethics and Conduct through training</p>
<p><b>205-2</b> Communication and training about anti-corruption policies and procedures</p>	<p>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 <a href="#">Sovena Group web page</a>.</p>
<p><b>205-3</b> Confirmed incidents of corruption and actions taken</p>	<p>Zero confirmed incidents of corruption.</p>





GRI Universal Standards 2021

Location or comment

GRI 207 – TAX 2019

207-4 Country-by-country reporting

**Contents of Law 11/2018 on non-financial reporting**

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

		2022	2023
<b>Sovena Group</b>	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 (€)	262,500	220,500
	Profit/loss before tax (€)	-1,408,276	-5,215,017
	Tangible assets other than cash and cash equivalents (€)	0	0
	Corporate income tax paid on a cash basis (€)	-84,945	-56,781
	Corporate income tax accrued on profit/loss (€)	144,074	-56,781
<b>Sovena Spain</b>	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 (€)	257	208
	Revenues from third-party sales (€)	626,293,010	561,424,093
	Revenues from intra-group transactions with other tax jurisdictions (€)	-167,312,706	238,166,987
	Profit/loss before tax (€)	-47,211,563	-18,159,359
	Tangible assets other than cash and cash equivalents (€)	20,872,054	19,979,192
	Corporate income tax paid on a cash basis (€)	0	484,565
	Corporate income tax accrued on profit/loss (€)	0	3,077,789
<b>Sovena Consumer Goods Portugal</b>	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 (€)	267	247
	Revenues from third-party sales (€)	350,050,194	342,783,764
	Revenues from intra-group transactions with other tax jurisdictions (€)	96,469,455	148,444,894
	Profit/loss before tax (€)	-48,489,468	3,663,510
	Tangible assets other than cash and cash equivalents (€)	10,945,027	10 215 887
	Corporate income tax paid on a cash basis (€)	5,165,358	-5,822,485
	Corporate income tax accrued on profit/loss (€)	-3,073,481	-1,327,750
<b>Sovena Oilseeds Spain</b>	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 (€)	120	120
	Revenues from third-party sales (€)	264,698,458	235,652,515
	Revenues from intra-group transactions with other tax jurisdictions (€)	13,001,714	7,630,844
	Profit/loss before tax (€)	20,633,381	10,894,702
	Tangible assets other than cash and cash equivalents (€)	15,042,436	14,298,919
	Corporate income tax paid on a cash basis (€)	0	0
	Corporate income tax accrued on profit/loss (€)	3,271,012	-1,838,305



GRI Universal Standards 2021

Location or comment

GRI 207 – TAX 2019

207-4 Country-by-country reporting

		2022	2023
<b>Sovena Oilseeds Portugal</b>	Primary activities of the organization (€)	Commercialization of vegetable and edible oils	<b>Commercialization of vegetable and edible oils</b>
	Number of employees, and the basis of calculation of this number (€)	116	119
	Revenues from third-party sales (€)	228,409,718	183,986,864
	Revenues from intra-group transactions with other tax jurisdictions (€)	402,411,457	225,033,733
	Profit/loss before tax (€)	12,485,845	21,509,937
	Tangible assets other than cash and cash equivalents (€)	29,979,131	27,206,838
	Corporate income tax paid on a cash basis (€)	5,419,707	2,050,404
	Corporate income tax accrued on profit/loss (€)	-3,073,481	-6,274,819
<b>Sovena MENA</b>	Primary activities of the organization (€)	Export and Import of goods and all international business	<b>Export and Import of goods and all international business</b>
	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 (€)	-1,323,428	-535,876
	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
<b>Sovena USA</b>	Primary activities of the organization (€)	Manufacturing and production of vegetable and edible oils	<b>Manufacturing and production of vegetable and edible oils</b>
	Number of employees, and the basis of calculation of this number (€)	170	165
	Revenues from third-party sales (€)	346,171,524	357,412,893
	Revenues from intra-group transactions with other tax jurisdictions (€)	0	0
	Profit/loss before tax (€)	7,540,848	8,409,344
	Tangible assets other than cash and cash equivalents (€)	36,483,212	33,361,207
	Corporate income tax paid on a cash basis (€)	2,052,188	2,138,924
	Corporate income tax accrued on profit/loss (€)	1,867,215	-2,382,828
<b>Nutrifarms</b>	Primary activities of the organization (€)	Plantation and exploitation of olive groves for olives and oil production	<b>Plantation and exploitation of olive groves for olives and oil production</b>
	Number of employees, and the basis of calculation of this number (€)	117	157
	Revenues from third-party sales (€)	16,775,117	13,121,660
	Revenues from intra-group transactions with other tax jurisdictions (€)	10,076,811	4,905,700
	Profit/loss before tax (€)	2,962,913	19,756,411
	Tangible assets other than cash and cash equivalents (€)	120,300,456	222,644,130
	Corporate income tax paid on a cash basis (€)	2,886,155	-921,921
	Corporate income tax accrued on profit/loss (€)	292,092	-406,786



GRI Universal Standards 2021

Location or comment

GRI 207 – TAX 2019

207-4 Country-by-country reporting

			2021	2023
<b>Monteolivo</b>	Primary activities of the organization (€)	Manufacturing and production of vegetable and edible oils		<b>Manufacturing and production of vegetable and edible oils</b>
	Number of employees, and the basis of calculation of this number (€)		7	7
	Revenues from third-party sales (€)		6,400,604	530,346
	Revenues from intra-group transactions with other tax jurisdictions (€)		0	0
	Profit/loss before tax (€)		76,359	176,498
	Tangible assets other than cash and cash equivalents (€)		2,017,670	1,828,483
	Corporate income tax paid on a cash basis (€)		0	0
	Corporate income tax accrued on profit/loss (€)		0	0
<b>Industrias San Pedro</b>	Primary activities of the organization (€)	Manufacturing and production of vegetable and edible oils		<b>Manufacturing and production of vegetable and edible oils</b>
	Number of employees, and the basis of calculation of this number (€)		3	3
	Revenues from third-party sales (€)		1,316,743	418,388
	Revenues from intra-group transactions with other tax jurisdictions (€)		0	0
	Profit/loss before tax (€)		-72,804	-261,590
	Tangible assets other than cash and cash equivalents (€)		615,067	532,222
	Corporate income tax paid on a cash basis (€)		0	0
	Corporate income tax accrued on profit/loss (€)		4,536	32,553
<b>Sovena Brazil</b>	Primary activities of the organization (€)	Wholesale of food products, in particular olive oil, oils and fats, business management consulting, direct marketing		<b>Wholesale of food products, in particular olive oil, oils and fats, business management consulting, direct marketing</b>
	Number of employees, and the basis of calculation of this number (€)		24	24
	Revenues from third-party sales (€)		87,750,330	91,881,936
	Revenues from intra-group transactions with other tax jurisdictions (€)		0	0
	Profit/loss before tax (€)		4,761,354	1,848,732
	Tangible assets other than cash and cash equivalents (€)		17,879	16,659
	Corporate income tax paid on a cash basis (€)		1,601,746	743,072
	Corporate income tax accrued on profit/loss (€)		1,594,829	-945,603
<b>AGROPRO</b>	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		<b>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</b>
	Number of employees, and the basis of calculation of this number (€)		15	15
	Revenues from third-party sales (€)		307,772,701	277,373,061
	Revenues from intra-group transactions with other tax jurisdictions (€)		12,586,309	3,701,796
	Profit/loss before tax (€)		29,601,230	3,155,319
	Tangible assets other than cash and cash equivalents (€)		19,536	16,064
	Corporate income tax paid on a cash basis (€)		6,599,437	1,091,219
	Corporate income tax accrued on profit/loss (€)		6,459,598	-789,247





GRI Universal Standards 2021

Location or comment

GRI 300 – ENVIRONMENTAL DISCLOSURES

GRI 301 – MATERIALS 2016

GRI 3: Material Topics 2021 /

**3-3** Management of material topics

**Contents of Law 11/2018 on non-financial reporting**

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"

In Environmental Policy:

"Our goal is to ensure that Sovena's Group activities, products and services do not cause damage to the environment or have any adverse effect on human health. For that, we define the Commitments described below.

Environmental protection, including pollution prevention, sustainable use of resources, mitigation and adaptation to climate change and protection of biodiversity and ecosystems:

Minimize the environmental impacts of the activities carried out, making a rational use of resources, giving priority to pollution prevention measures and adopting the best technologies available

Foster a sustainable management of the value chain;

Assess the possibility of implementing environmental improvements whenever changes in processes, installations or products occur;

At R+D level, to develop environmentally friendly technologies, processes, products, and packaging materials.

Compliance with legal obligations;

Continuous improvement of the Environmental Management System to achieve an improved environmental performance."

**Environmental Policy**

See Certifications table in this document.

ISO 140001: Marmelo Mill, Andjar factory, Brenes Factory.



GRI Universal Standards 2021

Location or comment

GRI 301 – MATERIALS 2016

301-1 Materials used by weight or volume

			2022	Renewable (R) / Non-renewable (NR)	2023	Renewable (R) / Non-renewable (NR)	
<b>Sovena Group</b>	Raw materials	Olives (t)	-	-	91,909	R	
		Seeds (t)	-	-	555,090	R	
		Olive oil (t)	-	-	158,299	NR	
		Seed Oil (t)	-	-	117,907	NR	
		Others RM (t)	-	-	7,206	NR	
	Auxiliary materi-als	Plastics (t)	-	-	8,039	NR	
		Glass (t)	-	-	30,556	NR	
		Paper/Cardboard (t)	-	-	9,241	NR	
		Metals (t)	-	-	0	NR	
		Others (t)	-	-	8,666	NR	
<b>Sovena Spain – Brenes Plant</b>	Raw materials	Olive oil (t)	115,978	NR	138,284	NR	
		Seed oil (t)	66,415	NR	48,359	NR	
		Others (t)	-	NR	-	NR	
	Auxiliary materi-als	Plastics (t)	3,814	NR	2,978	NR	
		Glass (t)	18,027	NR	17,410	NR	
		Paper/cardboard (t)	7,839	NR	4,879	NR	
		Metals (t)	205				
		NR	-	NR			
	<b>Sovena Consumer Goods – Barreiro Plant</b>	Raw materials	Olive oil (t)	17,298	NR	8,146	NR
			Olive oil (l)	554,041	NR	-	NR
Seed oil (t)			2,525	NR	3,028	NR	
Seed oil (l)			19,986	NR	-	NR	
Others (t)			38	NR	-	NR	
Others (l)			202,535	NR	-	NR	
Auxiliary materi-als		Plastics (t)	2,895	NR	2,163	NR	
		Glass (t)	21,887	NR	10,311	NR	
		Paper/cardboard (t)	5,798	NR	3,552	NR	
		Metals (t)		NR	-	NR	
	Others (t)	1,593	NR	1,011	NR		



GRI Universal Standards 2021

Location or comment

GRI 301 – MATERIALS 2016

301-1 Materials used by weight or volume

			2021	Renewable (R) / Non-renewable (NR)	2023	Renewable (R) / Non-renewable (NR)
<b>Sovena Oilseeds - Andújar Plant</b>	Raw materials	Seeds (t)	178,822	R	<b>139,022</b>	R
		Olive oil (t)	16,842	NR	<b>8,573</b>	NR
		Seed oil (t)	27,104	NR	<b>46,183</b>	NR
	Auxiliary materi-als	Plastics (t)	2,148	NR	<b>2,128</b>	NR
		Glass (t)	154	NR	<b>0</b>	NR
		Paper/cardboard (t)	1,530	NR	<b>785</b>	NR
		Metals (t)	1	-	<b>-</b>	NR
		Additives (t)	4	NR	<b>-</b>	NR
Others (t)	1,802	NR	<b>2,037</b>	NR		
<b>Sovena Oilseeds - Almada Plant</b>	Raw materials	Seeds (t)	247,752	R	<b>239,206</b>	R
		Sustainable colza seeds (t)	14,208	-	<b>-</b>	R
		Seed oil	1,010	NR	<b>13,129</b>	NR
		Sustainable colza oil (t)	348	-	<b>-</b>	R
		Others (t)	14,154	NR	<b>7,206</b>	NR
	Auxiliary materi-als	Others (t)	4,685	NR	<b>3,452</b>	NR
<b>Sovena Spain – Plasencia Plant</b>	Raw materials	Olives (t)	3,518	R	<b>3,814</b>	R
	Auxiliary materi-als	Glass (t)	2,962	NR	<b>2,836</b>	NR
		Paper/cardboard (t)	72	NR	<b>25</b>	NR
<b>Sovena Mena</b>	Raw materials	Olive oil (t)	3,480	NR	<b>3,215</b>	NR
<b>Sovena USA – Rome Plant</b>	Raw materials	Olive oil (t)	240	NR	<b>-</b>	NR
		Seed oil (t)	79,429	NR	<b>-</b>	NR
	Auxiliary materials	Plastics (t)	1,078	NR	<b>770</b>	NR
		Glass (t)	4,321	NR	<b>-</b>	NR
		Paper/Cardboard (t)	2,466	NR	<b>-</b>	NR
Metals (t)	23	-	<b>-</b>	NR		
<b>Sovena USA – Modesto Plant (reporting since 2022)</b>	Raw materials	Olive oil (t)	80	NR	<b>-</b>	NR
		Vegetable oil (t)	3,424	NR	<b>-</b>	NR
	Auxiliary materi-als	Plastics (t)	4	NR	<b>-</b>	NR
Paper/Cardboard (t)	416	NR	<b>-</b>	NR		
<b>Nutrifarms</b>	Raw materials	Olives (t)	60,547	R	<b>73,959</b>	R
<b>Monteolivo</b>	Raw materials	Olives (t)	9,037	R	<b>13,153</b>	R
<b>Industrias San Pedro</b>	Raw materials	Olives (t)	1,795	R	<b>983</b>	R
<b>Sovena Brazil</b>	Raw materials	Olive oil (t)	107	NR	<b>82</b>	NR



GRI Universal Standards 2021

Location or comment

GRI 301 – MATERIALS 2016

301-1 Materials used by weight or volume

			2021	Renewable (R) / Non-renewable (NR)	2023	Renewable (R) / Non-renewable (NR)
<b>Agropro</b>	Raw materials	Sustainable Colza Seeds (t)	13,049	R	<b>176,862</b>	R
		Colza seeds (t)	-	R		R
		Sunflower seeds (t)	102,368	R		R
		Sunflower Seeds H.O. (t)	57,947	R		R
		Seed oil (t)	-	-		<b>7,209</b>

**301-2** Recycled input materials used  
**Contents of Law 11/2018 on non-financial reporting**  
Circular economy and waste prevention and management: preventive measures  
Sustainable use of resources: consumption of raw materials

7% of **rPET**  
50% of recycled **glass**  
82% of recycled **cardboard**

**301-3** Reclaimed products and their packaging materials  
**Contents of Law 11/2018 on non-financial reporting**  
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 Universal Standards 2021**

**Location or comment**

**GRI 302 – ENERGY 2016**

GRI 3: Material Topics 2021 /

**3-3** Management of material topics

**Contents of Law 11/2018 on non-financial reporting**

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"

In Environmental Policy:

"Our goal is to ensure that Sovena's Group activities, products and services do not cause damage to the environment or have any adverse effect on human health. For that, we define the Commitments described below.

Environmental protection, including pollution prevention, sustainable use of resources, mitigation and adaptation to climate change and protection of biodiversity and ecosystems:

Minimize the environmental impacts of the activities carried out, making a rational use of resources, giving priority to pollution prevention measures and adopting the best technologies available;

Foster a sustainable management of the value chain;

Assess the possibility of implementing environmental improvements whenever changes in processes, installations or products occur:

An R+D level, to develop environmentally friendly technologies, processes, products, and packaging materials.

Compliance with legal obligations.

Continuous improvement of the Environmental Management System to achieve an improved environmental performance."

**Environmental Policy**

See Certifications table in this document.

ISO 140001: Marmelo Mill, Andujar factory, Brenes Factory.



GRI Universal Standards 2021

Location or comment

GRI 302 – ENERGY 2016

**302-1** Energy consumption  
within the organization

**Direct Non-Renewable Energy Consumption (GJ)**

	2022	2023
<b>Sovena Group</b>	331,990	357,889
Diesel from stationary sources (sites)	12,833	8,592
Diesel from fleet or other vehicles	46,522	47,133
Gasoline	755	906
Butane /Propane /LPG	100	31
Natural Gas	271,164	299,872
<b>Sovena Spain – Brenes Plant</b>	96,617	74,016
Diesel from stationary sources (sites)	499	383
Diesel from fleet or other vehicles	620	501
Natural Gas	95,498	73,102
<b>Sovena Consumer Goods – Barreiro Plant</b>	63,226	64,412
Diesel from fleet or other vehicles	325	269
Butane /Propane /LPG	0	0
Natural Gas	62,901	64,143
<b>Sovena Oilseeds – Andújar Plant</b>	104,630	151,028
Diesel from fleet or other vehicles	489	652
Natural Gas	104,141	150,376
<b>Sovena Oilseeds – Almada Plant</b>	550	905
Diesel from stationary sources (sites)		33
Diesel from fleet or other vehicles	550	872
<b>Sovena Spain – Plasencia Plant</b>	6,982	6,706
Diesel from stationary sources (sites)	5,835	229
Diesel from fleet or other vehicles	69	75
Natural Gas	1,078	6,402
<b>Sovena Mena [Tunisia]</b>	251	259
Diesel from fleet or other vehicles	114	115
Gasoline	137	144
<b>Sovena USA – Rome Plant + Modesto Plant</b>	20,277	19,159
Diesel from fleet or other vehicles	12,114	11,953
Butane /Propane /LPG	617	1,356
Natural Gas	7,546	5,850
<b>Nutrifarms</b>	35,219	37,798
Diesel from stationary sources (sites)	6,499	7,947
Diesel from fleet or other vehicles	28,389	29,440
Gasoline	331	412
<b>Monteolivo</b>	-	-
<b>Industrias San Pedro</b>	-	-
<b>Sovena Brazil</b>	287	350
Gasoline	287	350



GRI Universal Standards 2021

Location or comment

GRI 302 – ENERGY 2016

**302-1** Energy consumption  
within the organization

**Direct Non-Renewable Energy Consumption (GJ)**

	2022	2023
<b>Agropro</b>	636	297
Diesel from fleet or other vehicles	636	297
<b>Sovena Headquarters</b>	3,216	2,959
Diesel from fleet or other vehicles	3,216	2,959

Notes:

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

2022 values updated due to minor adjustments in calculations.

**Direct Renewable Energy Consumption (GJ)**

	2022	2023
<b>Sovena Group</b>	225,656	180,718
Biomass	218,319	168,788
Production and self-consumption photovoltaic energy	7337	11,930
<b>Sovena Spain – Brenes Plant</b>	73,955	58,465
Biomass	68,049	53,151
Production and self-consumption photovoltaic energy	5,906	5,314
<b>Sovena Consumer Goods – Barreiro Plant</b>	1,226	4,953
Production and self-consumption photovoltaic energy	1,226	4,953
<b>Sovena Oilseeds - Andújar Plant</b>	148,590	113,718
Biomass	148,590	113,718
<b>Sovena Oilseeds - Almada Plant</b>	0	0
<b>Sovena Spain – Plasencia Plant</b>	205	822
Production and self-consumption photovoltaic energy	205	822
<b>Sovena Mena [Tunisia]</b>	0	0
<b>Sovena USA – Rome Plant + Modesto Plant</b>	0	0
<b>Nutrifarms</b>	1,680	2,761
Biomass	1,680	1,920
Production and self-consumption photovoltaic energy	-	841
<b>Monteolivo</b>	-	-
<b>Industrias San Pedro</b>	-	-
<b>Sovena Brazil</b>	0	0
<b>Agropro</b>	0	0
<b>Sovena Headquarters</b>	0	0

Notes:

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



GRI Universal Standards 2021

Location or comment

GRI 302 – ENERGY 2016

**302-1** Energy consumption  
within the organization

**Indirect Non-Renewable Energy Consumption (GJ)**

	2022	2023
<b>Sovena Group</b>	882,118	698,184
Electricity	132,533	117,193
Steam and heat	749,585	580,991
<b>Sovena Spain – Brenes Plant</b>	21,064	0
Electricity	21,064	0
<b>Sovena Consumer Goods – Barreiro Plant</b>	0	0
<b>Sovena Oilseeds – Andújar Plant</b>	72,126	77,596
Electricity	72,126	77,596
<b>Sovena Oilseeds – Almada Plant</b>	749,585	580,991
Steam and heat	749,585	580,991
<b>Sovena Spain – Plasencia Plant</b>	3,674	3,333
Electricity	3,674	3,333
<b>Sovena Mena [Tunisia]</b>	35	32
Electricity	35	32
<b>Sovena USA – Rome Plant + Modesto Plant</b>	27,663	28,198
Electricity	27,663	28,198
<b>Nutrifarms [PT+MO] - MILLS + OLIVE GROVES</b>	6,148	6,066
Electricity (Marrakech Mill [Morocco])	6,148	6,066
<b>Monteolivo</b>	1,292	1,452
Electricity	1,292	1,452
<b>Industrias San Pedro</b>	379	295
Electricity	379	295
<b>Sovena Brazil</b>	152	222
Electricity	152	222
<b>Agropro</b>	-	-
<b>Sovena Headquarters</b>	0	826





GRI Universal Standards 2021

Location or comment

GRI 302 – ENERGY 2016

**302-1** Energy consumption  
within the organization

**Indirect Renewable Energy Consumption (GJ)**

Electricity (green certificates)

	2022	2023
<b>Sovena Group</b>	215,002	<b>216,423</b>
<b>Sovena Spain – Brenes Plant Electricity</b>	19,073	<b>35,629</b>
<b>Sovena Consumer Goods – Barreiro Plant</b>	27,209	<b>19,918</b>
<b>Sovena Oilseeds – Andújar Plant</b>	0	<b>0</b>
<b>Sovena Oilseeds – Almada Plant</b>	146,192	<b>138,607</b>
<b>Sovena Spain – Plasencia Plant</b>	0	<b>0</b>
<b>Sovena Mena [Tunisia]</b>	0	<b>0</b>
<b>Sovena USA – Rome Plant + Modesto Plant</b>	0	<b>0</b>
<b>Nutrifarms</b>	21,706	<b>21,442</b>
<b>Monteolivo</b>	0	<b>0</b>
<b>Industrias San Pedro</b>	0	<b>0</b>
<b>Sovena Brazil</b>	0	<b>0</b>
<b>Agropro</b>	-	<b>-</b>
<b>Sovena Headquarters</b>	822	<b>826</b>

Notes:

Agropro does not have indirect energy consumption.

**302-3** Energy intensity

**Contents of Law 11/2018 on non-financial reporting**

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

Energy intensity (GJ/€ thousands of net turnover)  
Energy intensity (GJ/ton sales volume)

	2022	2023
Energy intensity (GJ/€ thousands of net turnover)	0.91	<b>0.84</b>
Energy intensity (GJ/ton sales volume)	1.68	<b>1.54</b>

**302-4** Reduction of energy consumption

**Contents of Law 11/2018 on non-financial reporting**

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

	2023	Main initiatives
<b>Sovena Group</b>	211 GJ	Replacement of the support compressor with one with electronic speed variation Reduction of energy consumption of refinery room cooling equipment by renewing equipment from 5 fan heaters connected to the chilled water network to 2 new air-cooled evaporative units Automatic control loop in extractor cooling tower



**GRI Universal Standards 2021**

**Location or comment**

**GRI 302 – ENERGY 2016**

**302-5** Reductions in energy requirements of products and services Non-significant

**Contents of Law 11/2018 on non-financial reporting**

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

**GRI 303 – WATER AND EFFLUENTS 2018**

GRI 3: Material Topics 2021 /

See chapter “Process in an efficient, low-carbon and circular way”

**3-3** Management of material topics

**Environmental policy**

**Contents of Law 11/2018 on non-financial reporting**

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.

**303-1** Interactions with water as a shared resource

**SOVENA OILSEEDS / ALMADA PLANT**

**Contents of Law 11/2018 on non-financial reporting**

Sustainable use of resources: consumption of water.

The water consumed at the Almada industrial plant comes from two different sources: the municipal public network for industrial uses, human consumption and general use; and its own surface abstraction from the Tagus River estuary for use in industrial cooling circuits. The wastewater produced at the facility is divided into two types: domestic and industrial, the latter essentially consisting of effluent from production and auxiliary processes and salt water from the refrigeration circuits. Both domestic wastewater and process wastewater are sent for treatment in our own Wastewater Treatment Plants, which fulfil the legal conditions for discharge into the water environment. The water drainage networks are separate for the different types, such as industrial, domestic and rainwater.

All environmental aspects and their impacts of the organization’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.

The environmental aspects of the organization’s activities are assessed from a product life cycle perspective and may involve suppliers and/or customers, if applicable. Environmental aspects with significant impacts are monitored more closely and rigorously and taken into account when setting environmental objectives and targets.

The organization has implemented water and effluent management procedures and monitoring plans, which are audited annually by external bodies. The degree to which these plans are required is in line with legal and other requirements. Each year, environmental objectives and targets are set for the environmental management system, which may or may not include environmental aspects related to water.



**GRI Universal Standards 2021**

**Location or comment**

**GRI 303 – WATER AND EFFLUENTS 2018**

**303-1** Interactions with water  
as a shared resource

SOVENA CONSUMER GOODS / BARREIRO PLANT

The water consumed at the Barreiro industrial plant comes from two different sources: the public network for industrial, human consumption and general uses; and surface abstraction from the Tagus River estuary for use in the vacuum generation system. The wastewater produced at the facility is divided into two types: domestic and industrial, the latter essentially consisting of effluent from the production process and auxiliaries, contaminated rainwater, and salt water from the vacuum system. Contaminated process wastewater and rainwater are sent for treatment at a Wastewater Pre-Treatment Plant and, together with domestic water, are sent to the municipal collector for final treatment. The salt water from the vacuum system passes through a grease separator and is returned to its original water medium. The internal water drainage networks are separate for different types of water, such as industrial, domestic and rainwater.

All the environmental aspects and respective impacts of the organization's activities, including those related to water, are identified and assessed according to the methodology of ISO 14001:2015: Environmental Management Systems; 6.1.2 Environmental aspects. The assessment matrix is monitored and reviewed annually.

The environmental aspects of the organization's activities are assessed from a product life cycle perspective (from "cradle to grave") and may involve suppliers and/or customers, if applicable. Environmental aspects with significant impacts are monitored more closely and rigorously and taken into account when setting environmental objectives and targets.

The organization has implemented water and effluent management procedures and monitoring plans, which are audited annually by external bodies. The degree to which these plans are required is in line with legal and other requirements. Each year, environmental objectives and targets are set for the environmental management system, which may or may not include environmental aspects related to 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 homogenize and process it so that it can be discharged (discharge point: Guadalquivir River).

All environmental aspects and respective impacts of the organization'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.



GRI Universal Standards 2021

Location or comment

GRI 303 – WATER AND EFFLUENTS 2018

**303-1** Interactions with water  
as a shared resource

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.

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**

**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 the organization's effluents into the water environment is subject to demanding legal requirements and is previously subject to licensing by the local government. The license gives rise to a strict set of discharge conditions, evidence of which is periodically communicated to the public 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 waste 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 sewage treatment plant.



GRI Universal Standards 2021

Location or comment

GRI 303 – WATER AND EFFLUENTS 2018

303-3 Water withdrawal

**Contents of Law 11/2018 on non-financial reporting**

Circular economy and waste prevention and management: preventive measures

		2022	2023
<b>Sovena Group</b>	Surface water (m <sup>3</sup> )	26,447,455	<b>26,927,350</b>
	Groundwater (m <sup>3</sup> )	1,131,713	<b>749,080</b>
	Municipal water (m <sup>3</sup> )	680,079	<b>671,343</b>
	Total (m <sup>3</sup> )	28,259,248	<b>28,347,774</b>
<b>Sovena Spain – Brenes Plant</b>	Municipal water (third party water) (m <sup>3</sup> )	121,725	<b>111,673</b>
<b>Sovena Consumer Goods – Barreiro Plant</b>	Surface Water (m <sup>3</sup> )	636,879	<b>734,936</b>
	Municipal water (third party water) (m <sup>3</sup> )	56,225	<b>60,051</b>
	Total (m <sup>3</sup> )	693,104	<b>794,987</b>
<b>Sovena Oilseeds - Andújar Plant</b>	Municipal water (third party water) (m <sup>3</sup> )	228,800	<b>230,064</b>
<b>Sovena Oilseeds - Almada Plant</b>	Surface Water (m <sup>3</sup> )	5,423,583	<b>5,440,873</b>
	Municipal water (third party water) (m <sup>3</sup> )	257,630	<b>247,277</b>
	Total (m <sup>3</sup> )	5,681,213	<b>5,688,150</b>
<b>Sovena Spain – Plasencia Plant</b>	Surface Water (m <sup>3</sup> )	44,242	<b>43,023</b>
	Municipal water (third party water) (m <sup>3</sup> )	9,130	<b>10,879</b>
	Total (m <sup>3</sup> )	53,372	<b>53,902</b>
<b>Sovena Mena</b>	Municipal water (third party water) (m <sup>3</sup> )	250	<b>280</b>
<b>Sovena USA – Rome Plant</b>	Municipal water (third party water) (m <sup>3</sup> )	5,366	<b>9,482</b>
<b>Sovena USA – Modesto Plant</b>	Municipal water (third party water) (m <sup>3</sup> )	59	<b>241</b>
<b>Nutrifarms – Mills</b>	Surface Water (m <sup>3</sup> )	11,109	<b>9,822</b>
<b>Nutrifarms – Olive groves</b>	Surface Water (m <sup>3</sup> )	20,331,642	<b>20,006,420</b>
	Groundwater (m <sup>3</sup> )	44,694	<b>63,982</b>
	Total (m <sup>3</sup> )	20,376,336	<b>20,070,402</b>
<b>Monteolivo</b>	Groundwater (m <sup>3</sup> )	4,400	<b>3,250</b>
<b>Industrias San Pedro mill</b>	Municipal water (third party water) (m <sup>3</sup> )	894	<b>1,396</b>

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



GRI Universal Standards 2021

Location or comment

GRI 303 – WATER AND EFFLUENTS 2018

303-4 Water discharge

		2022	2023
<b>Sovena Group</b>	Surface water (m <sup>3</sup> )	6,288,571	<b>6,374,041</b>
	Municipal water (m <sup>3</sup> )	98,579	<b>98,948</b>
	Total (m <sup>3</sup> )	6,392,487	<b>6,472,989</b>
Sovena Spain – Brenes Plant	Municipal water (third party water) (m <sup>3</sup> )	73,337	<b>71,197</b>
Sovena Consumer Goods – Barreiro Plant	Surface water (m <sup>3</sup> )	636,879	<b>734,936</b>
	Municipal water (third party water) (m <sup>3</sup> )	25,242	<b>27,471</b>
	Total (m <sup>3</sup> )	662,121	<b>762,407</b>
Sovena Oilseeds - Andújar Plant	Surface Water (m <sup>3</sup> )	134,050	<b>109,400</b>
Sovena Oilseeds - Almada Plant	Surface Water (m <sup>3</sup> )	5,517,642	<b>5,524,315</b>
	Municipal water (third party water) (m <sup>3</sup> )	-	-
	Total (m <sup>3</sup> )	5,681,213	<b>5,524,315</b>
Sovena Spain – Plasencia Plant	(m <sup>3</sup> )	5,337	<b>5,390</b>
Sovena Mena	Municipal water (third party water) (m <sup>3</sup> )	250	<b>280</b>
Sovena USA – Rome Plant	Municipal water (third party water) (m <sup>3</sup> )	Not available	<b>Not available</b>
Sovena USA – Modesto Plant	Municipal water (third party water) (m <sup>3</sup> )	Not available	<b>Not available</b>
Nutrifarms	(m <sup>3</sup> )	0	<b>0</b>
Monteolivo mill	(m <sup>3</sup> )	4,400	<b>0</b>
Industrias San Pedro mill	(m <sup>3</sup> )	0	<b>0</b>

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



GRI Universal Standards 2021

Location or comment

GRI 303 – WATER AND EFFLUENTS 2018

303-5 Water consumption

		2021	2023
<b>Sovena Group</b>	<b>Total (m³)</b>	21,865,867	<b>21,874,785</b>
<b>Sovena Spain – Brenes Plant</b>	Municipal water (third party water) (m³)	48,388	<b>40,476</b>
<b>Sovena Consumer Goods – Barreiro Plant</b>	Municipal water (third party water) (m³)	30,983	<b>32,580</b>
<b>Sovena Oilseeds - Andújar Plant</b>	Municipal water (third party water) (m³)	94,750	<b>120,664</b>
<b>Sovena Oilseeds - Almada Plant</b>	(m³)	163,571	<b>163,835</b>
<b>Sovena Spain – Plasencia Plant</b>	(m³)	48,035	<b>48,512</b>
<b>Sovena Mena</b>	Municipal water (third party water) (m³)	250	<b>0</b>
<b>Sovena USA – Rome Plant</b>	Municipal water (third party water) (m³)	5,366	<b>9,482</b>
<b>Sovena USA – Modesto Plant</b>		59	<b>241</b>
<b>Nutrifarms – Mills</b>	Surface Water (m³)	11,109	<b>9,822</b>
<b>Nutrifarms – Olive groves</b>	Surface Water (m³)	20,331,642	-
	Ground Water (m³)	1,127,313	-
	Total (m³)	21,458,955	<b>20,070,402</b>
<b>Monteolivo mill</b>	(m³)	4,400	<b>3,250</b>
<b>Industrias San Pedro mill</b>	(m³)	894	<b>1,396</b>

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

**Contents of Law 11/2018 on non-financial reporting**

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.

See chapter “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**

**Location or comment**

**GRI 304 – BIODIVERSITY 2016**

<p><b>304-1</b> Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</p>	<p>NUTRIFARMS</p> <p>Nutrifarms’ agricultural activity takes place in natural space, classified as National Agricultural Reserve.</p> <p>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>
<p><b>304-2</b> Significant impacts of activities, products, and services on biodiversity</p> <p><b>Contents of Law 11/2018 on non-financial reporting</b></p> <p>Protection of biodiversity: impacts caused by activities or operations in protected areas.</p>	<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.</p> <p>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>
<p><b>304-3</b> Habitats protected or restored</p> <p><b>Contents of Law 11/2018 on non-financial reporting</b></p> <p>Protection of biodiversity: measures taken to preserve or restore biodiversity.</p>	<p>Nutrifarms: 542,602 ha of which 25% belong to Avis, 37% to Beja e 38% to Ferreira do Alentejo.</p>
<p><b>304-4</b> IUCN Red List species and national conservation list species with habitats in areas affected by operations</p>	<p>NUTRIFARMS</p> <ul style="list-style-type: none"> <li>• Critically endangered: 0</li> <li>• Endangered: 3 (Ardea purpúrea; Nycticorax nycticorax; Linaria ricardoi)</li> <li>• Vulnerable: 10 (Hemidactylus turcicus; Mareca strepera; Caprimulgus ruficollis; Caprimulgus europaeus; Porphyrio porphyrio; Ixobrychus minutas; Circus aeruginosus; Locustella luscinioides; Rhinolophus hipposideros; Myotis myotis)</li> <li>• Near threatened: 3 (Discoglossus galganoi; Acrocephalus scirpaceus; Oryctolagus cuniculu)</li> <li>• Least concern: 0</li> </ul>



GRI Universal Standards 2021

Location or comment

GRI 305 – EMISSIONS 2016

GRI 3: Material Topics 2021 /

3-3 Management of material topics

**Contents of Law 11/2018 on non-financial reporting**

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"

In Environmental Policy:

"Our goal is to ensure that Sovena's Group activities, products and services do not cause damage to the environment or have any adverse effect on human health. For that, we define the Commitments described below.

Environmental protection, including pollution prevention, sustainable use of resources, mitigation and adaptation to climate change and protection of biodiversity and ecosystems:

Minimize the environmental impacts of the activities carried out, making a rational use of resources, giving priority to pollution prevention measures and adopting the best technologies available;

Foster a sustainable management of the value chain;

Assess the possibility of implementing environmental improvements whenever changes in processes, installations or products occur:

- At R+D level, to develop environmentally friendly technologies, processes, products, and packaging materials.

Compliance with legal obligations.

Continuous improvement of the Environmental Management System to achieve an improved environmental performance."

**Environmental Policy**

See Certifications table in this document.

ISO 140001: Marmelo Mill, Andujar factory, Brenes Factory.

305-1 Direct (Scope 1) GHG emissions

**Contents of Law 11/2018 on non-financial reporting**

Climate change: greenhouse gas emissions.

**Units: t CO<sub>2</sub>e**

	2022*	2023
<b>Sovena Group</b>	25,823	27,003
<b>Sovena Spain – Brenes Plant</b>	5,497	4,387
<b>Sovena Consumer Goods – Barreiro Plant</b>	3,706	3,636
<b>Sovena Oilseeds – Andújar Plant</b>	5,900	8,463
<b>Sovena Oilseeds – Almada Plant</b>	43	84
<b>Sovena Spain – Plasencia Plant</b>	3,815	3,294
<b>Sovena Mena [Tunisia]</b>	19	19
<b>Sovena USA – Rome Plant + Modesto Plant</b>	1,163	1,230
<b>Nutrifarms</b>	5,401	5,619
<b>Monteolivo</b>	0	1
<b>Industrias San Pedro</b>	0	0
<b>Sovena Brazil</b>	21	25
<b>Agropro</b>	24	22
<b>Sovena Headquarters</b>	234	222

\*Values updated due to minor adjustments



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GRI 305 – EMISSIONS 2016

		2022	2023
<b>305-2</b> Indirect (Scope 2) GHG emissions	<b>Units: t CO<sub>2</sub>e</b>		
<b>Contents of Law 11/2018 on non-financial reporting</b>	Sovena Group	52,224	42,967
Climate change: greenhouse gas emissions.	Sovena Spain – Brenes Plant	1,480	0
	Sovena Consumer Goods – Barreiro Plant	0	0
	Sovena Oilseeds - Andújar Plant	5,069	5,862
	Sovena Oilseeds - Almada Plant	42,255	32,751
	Sovena Spain – Plasencia Plant	258	252
	Sovena Mena [Tunisia]	4,31	3
	Sovena USA – Rome Plant + Modesto Plant	2,751	3,045
	Nutrifarms	1,283	919
	Monteolivo	91	110
	Industrias San Pedro	27	22
	Sovena Brazil	5	2
	Agropro	0	0
	Sovena Headquarters	0	0
<b>305-3</b> Other indirect (Scope 3) GHG emissions	<b>Units: t CO<sub>2</sub>e</b>		
<b>Contents of Law 11/2018 on non-financial reporting</b>	Sovena Group	1,267,720	1,182,673
Climate change: greenhouse gas emissions.	Sovena Spain – Brenes Plant	378,292	373,020
	Sovena Consumer Goods – Barreiro Plant	86,446	49,686
	Sovena Oilseeds - Andújar Plant	259,354	240,704
	Sovena Oilseeds - Almada Plant	283,953	264,554
	Sovena Spain – Plasencia Plant	4,672	4,252
	Sovena Mena [Tunisia]	9,333	6,364
	Sovena USA – Rome Plant + Modesto Plant	154,192	144,216
	Nutrifarms	5,778	5,753
	Monteolivo	1,994	2,871
	Industrias San Pedro	376	206
	Sovena Brazil	1,697	1,073
	Agropro	81,490	89,854
	Sovena Headquarters	143	120



**GRI Universal Standards 2021**

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**GRI 305 – EMISSIONS 2016**

<b>305-4</b> GHG emissions intensity		<b>2022</b>	<b>2023</b>
<p><b>Contents of Law 11/2018 on non-financial reporting</b></p> <p>Climate change: greenhouse gas emissions.</p>	<p>GHG emissions intensity (tCO<sub>2</sub>e/€ thousands of net turnover)</p> <p>GHG emissions intensity (tCO<sub>2</sub>/ton sales volume)</p>	<p>0.74</p> <p>1.37</p>	<p><b>0.73</b></p> <p><b>1.33</b></p>
<p><b>305-5</b> Reduction of GHG emissions</p> <p><b>Contents of Law 11/2018 on non-financial reporting</b></p> <p>Measures to prevent pollution.</p> <p>Climate change: Measures to adapt to Climate Change.</p>	<p>A reduction of 10,257 ton CO<sub>2</sub>e comparing to 2022 in scope 2 was achieved mainly due to an increase of green electricity use in our plant in Brenes (acquisition of green certificates)</p>		

**GRI 306 – WASTE 2020**

<p>GRI 3: Material Topics 2021 /</p> <p><b>3-3</b> Management of material topics</p> <p><b>Contents of Law 11/2018 on non-financial reporting</b></p> <p>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.</p> <p>Application of the precautionary principle..</p>	<p>See chapter "Process in an efficient, low-carbon and circular way"</p> <p>In Environmental Policy:</p> <p>"Our goal is to ensure that Sovena's Group activities, products and services do not cause damage to the environment or have any adverse effect on human health. For that, we define the Commitments described below.</p> <p>Environmental protection, including pollution prevention, sustainable use of resources, mitigation and adaptation to climate change and protection of biodiversity and ecosystems:</p> <p>Minimize the environmental impacts of the activities carried out, making a rational use of resources, giving priority to pollution prevention measures and adopting the best technologies available;</p> <p>Foster a sustainable management of the value chain;</p> <p>Assess the possibility of implementing environmental improvements whenever changes in processes, installations or products occur:</p> <p>. At R+D level, to develop environmentally friendly technologies, processes, products, and packaging materials.</p> <p>Compliance with legal obligations.</p> <p>Continuous improvement of the Environmental Management System to achieve an improved environmental performance."</p> <p><b>Environmental Policy</b></p> <p>See Certifications table in this document.</p> <p>ISO 140001: Marmelo Mill, Andujar factory, Brenes Factory.</p>		
<p><b>306-1</b> Waste generation and significant waste-related impacts</p> <p><b>Contents of Law 11/2018 on non-financial reporting</b></p> <p>Circular economy and waste prevention and management: preventive measures</p>	<p>See chapter "Process in an efficient, low-carbon and circular way"</p> <p><b>Environmental Policy</b></p>		





GRI Universal Standards 2021

Location or comment

GRI 306 – WASTE 2020

**306-2** Management of significant waste-related impacts  
**Contents of Law 11/2018 on non-financial reporting**  
Circular economy and waste prevention and management: preventive measures

See chapter “Process in an efficient, low-carbon and circular way”  
**Environmental Policy**

**306-3** Waste generated  
**Contents of Law 11/2018 on non-financial reporting**  
Circular economy and waste prevention and management: preventive measures

<b>Hazardous Waste (t)</b>	<b>2022</b>	<b>2023</b>	<b>Non-hazardous Waste (t)</b>	<b>2022</b>	<b>2023</b>
Sovena Group	44.6	56.5	Sovena Group	13,097.7	12,480.3
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	–	–

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

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



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GRI 306 – WASTE 2020

306-4 Waste diverted from disposal		Recovery operation	2022	2023	
<b>Contents of Law 11/2018 on non-financial reporting</b> Circular economy and waste prevention and management: preventive measures	<b>Sovena Group</b>	<b>Total</b>	<b>11,310</b>	<b>10,161</b>	
	<b>Hazardous waste</b>	Recycling	36.7	<b>28.1</b>	
		Other recovery operations	6.1	<b>5.8</b>	
		Total	42.7	<b>33.9</b>	
	<b>Non-hazardous waste</b>	Recycling	4,130	<b>4,056</b>	
		Other recovery operations	7,136	<b>6,071</b>	
		Total	11,266	<b>10,127</b>	
	<b>Sovena Spain – Brenes Plant</b>				
	Hazardous waste	Other recovery operations	5.2	<b>5.8</b>	
	Non-hazardous waste	Other recovery operations	4,354.7	<b>3,080.5</b>	
	<b>Sovena Consumer Goods – Barreiro Plant</b>				
	Hazardous waste	Recycling	3.3	<b>8.5</b>	
	Non-hazardous waste	Recycling	2,076.1	<b>1,970.9</b>	
	<b>Sovena Oilseeds - Andújar Plant</b>				
	Hazardous waste	Recycling	6.3	<b>3.8</b>	
	Non-hazardous waste	Other recovery operations	2,727.3	<b>2,978.2</b>	
	<b>Sovena Oilseeds - Almada Plant</b>				
	Hazardous waste	Recycling	13.9	<b>11.6</b>	
	Non-hazardous waste	Recycling	1,555.9	<b>1,596</b>	
	<b>Sovena Spain – Plasencia Plant</b>				
	Non-hazardous waste	Recycling	9.7	<b>21.7</b>	
	<b>Sovena Mena [Tunisia]</b>				
Non-hazardous waste	Landfilling	0.4	<b>0</b>		
<b>Sovena USA – Rome Plant</b>					
Non-hazardous waste	Recycling	473.6	<b>430</b>		
<b>Sovena USA – Modesto Plant</b>					
Non-hazardous waste	Recycling	15.1	<b>26.2</b>		
<b>Nutrifarms</b>					
Hazardous waste	Recycling	13.2	<b>4.2</b>		
Hazardous waste	Other recovery operations	0.9	<b>0</b>		
Non-hazardous waste	Other recovery operations	53.6	<b>23.6</b>		
<b>Monteolivo</b>			0	<b>0</b>	
<b>Industrias San Pedro</b>			0	<b>0</b>	

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



GRI Universal Standards 2021

Location or comment

GRI 306 – WASTE 2020

**306-5** Waste directed to disposal

**Contents of Law 11/2018 on non-financial reporting**

Circular economy and waste prevention and management: preventive measures

	<b>Disposal operation</b>	<b>2022</b>	<b>2023</b>
<b>Sovena Group</b>	Total	1,226.5	<b>1,252.1</b>
<b>Hazardous waste</b>	Incineration (without energy recovery)	1.4	<b>0.4</b>
	Landfilling	3.9	<b>2.3</b>
	Other disposal operations	8.4	<b>33.1</b>
<b>Non-hazardous waste</b>	Landfilling	619	<b>401</b>
	Other disposal operations	119	<b>815</b>
<b>Sovena Spain – Brenes Plant</b>			
Hazardous waste	Other disposal operations	1.3	<b>691.4</b>
<b>Sovena Consumer Goods – Barreiro Plant</b>			
Hazardous waste	Other disposal operations	0.2	<b>0.8</b>
Non-hazardous waste	Landfilling	36.4	<b>45.1</b>
	Other disposal operations	74.0	<b>63.9</b>
<b>Sovena Oilseeds - Andújar Plant</b>			
Hazardous waste	Other disposal operations	6.5	<b>6.1</b>
Non-hazardous waste	Other disposal operations	0	<b>0</b>
<b>Sovena Oilseeds – Almada Plant</b>			
Hazardous waste	Other disposal operations	0.5	<b>25.2</b>
Non-hazardous waste	Landfilling	25.5	<b>16.1</b>
	Other disposal operations	44.6	<b>60.4</b>
<b>Sovena Spain – Plasencia Plant</b>			
Non-hazardous waste	Landfilling	10.4	<b>0</b>
<b>Sovena Mena [Tunisia]</b>			
Non-hazardous waste	Landfilling	0.4	<b>0.6</b>
<b>Sovena USA – Rome Plant</b>			
Hazardous waste	Landfilling	0.4	<b>0.1</b>
Non-hazardous waste	Landfilling	499.9	<b>313</b>
<b>Sovena USA – Modesto Plant</b>			
Hazardous waste	Landfilling	-	<b>-</b>
Non-hazardous waste	Landfilling	16	<b>26.7</b>
<b>Nutrifarms</b>			
Hazardous waste	Incineration (without energy recovery)	1.4	<b>0.4</b>
Hazardous waste	Landfilling	3.5	<b>2.2</b>
Non-hazardous waste	Landfilling	30.5	<b>0</b>
<b>Monteolivo</b>		0	<b>0</b>
<b>Industrias San Pedro</b>		0	<b>0</b>

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



**GRI Universal Standards 2021**

**Location or comment**

**GRI 308 – SUPPLIER ENVIRONMENTAL ASSESSMENT 2016**

GRI 3: Material Topics 2021 /

**3-3** Management of material topics

**Contents of Law 11/2018 on non-financial reporting**

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 "Business Foundations" 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, suppliers commit to the best practices in terms of economic, environmental, and social sustainability, reflected in the following clause: [SUPPLIER] must at all times guarantee the sustainability of its business in economic, social and environmental terms and, to this end, endeavor to create incentives throughout the upstream and downstream value chain. To this end, it must be aware of, be aligned with and comply with the Code of Ethics and Conduct, as well as all SOVENA Group Policies, in their most up-to-date versions and available on the corporate website, and also promote its principles to stakeholders (Code of Ethics; Quality Policy; Environmental Policy; Purchasing Policy).

In addition, the main suppliers of non-raw materials signed a renewed declaration to this effect in 2023.

As far as the homologation process is concerned, suppliers are asked about environmental practices (policies, waste management, environmental preservation, training...), health and safety practices at work and corporate social responsibility practices, including compliance with the Universal Declaration of Human Rights, non-discrimination, and transparency. They are also questioned on whether they hold certifications in the areas of quality and food, environmental and social safety, some of which are mandatory for supplier selection.

As part of its new strategy, the Group has made an explicit commitment to deepen the knowledge, monitor and train its suppliers in the Environmental, Social and Governance pillars.





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Location or comment

GRI 400 – SOCIAL DISCLOSURES

GRI 401 – EMPLOYMENT 2016

GRI 3: Material Topics 2021 /

**3-3** Management of material topics

**Contents of Law 11/2018 on non-financial reporting**

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.

At Soverna we invest in prepare our employees to address business challenges and face different situations. Continuous improvement, change management and reskilling are some of the skills where we invest. For example, we have a regular Training Program to prepare future leaders and anticipate future needs. We do not have story of collective dismissals or layoff situations, nevertheless in all situations that have negative impact on people, we look for partners that can help managing that transition, like for example, Reskilling Training or Outplacements services. Key initiatives that have different levels of implementation due to type of work, location and legal standards: efr Certification Project (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

Location or comment

GRI 401 – EMPLOYMENT 2016

**401-1** New employee hires and employee turnover

**Contents of Law 11/2018 on non-financial reporting**

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

RATE OF NEW EMPLOYEES'S HIRES

		2021	2023
<b>Sovena Group</b>	Male	7%	<b>11%</b>
	Female	5%	<b>5%</b>
	<30 years	4%	<b>5%</b>
	30-51 years	7%	<b>10%</b>
	>51 years	1%	<b>2%</b>
	Total	12%	<b>16%</b>
<b>Sovena Spain – Brenes Plant</b>	Male	0%	<b>3%</b>
	Female	2%	<b>3%</b>
	<30 years	1%	<b>4%</b>
	30-51 years	1%	<b>2%</b>
	>51 years	0%	<b>0%</b>
	Total	2%	<b>7%</b>
<b>Sovena Oilseeds - Andújar Plant</b>	Male	2%	<b>4%</b>
	Female	4%	<b>3%</b>
	<30 years	4%	<b>3%</b>
	30-51 years	3%	<b>5%</b>
	>51 years	0%	<b>0%</b>
	Total	6%	<b>8%</b>
<b>Sovena Spain – Plasencia Plant</b>	Male	2%	<b>0%</b>
	Female	0%	<b>0%</b>
	<30 years	0%	<b>0%</b>
	30-51 years	0%	<b>0%</b>
	>51 years	2%	<b>0%</b>
	Total	2%	<b>0%</b>
<b>Agropro</b>	Male	0%	<b>0%</b>
	Female	6%	<b>6%</b>
	<30 years	6%	<b>0%</b>
	30-51 years	0%	<b>6%</b>
	>51 years	0%	<b>0%</b>
	Total	6%	<b>6%</b>



GRI Universal Standards 2021

Location or comment

GRI 401 – EMPLOYMENT 2016

**401-1** New employee hires and employee turnover

EMPLOYEE TURNOVER RATE

		2022	2023
<b>Sovena Group</b>	Male	7%	9%
	Female	4%	4%
	<30 years	3%	3%
	30-51 years	6%	8%
	>51 years	2%	2%
	Total	11%	13%
<b>Sovena Spain – Brenes Plant</b>	Male	2%	4%
	Female	1%	3%
	<30 years	1%	3%
	30-51 years	1%	4%
	>51 years	1%	0%
	Total	3%	7%
<b>Sovena Oilseeds - Andújar Plant</b>	Male	5%	3%
	Female	5%	3%
	<30 years	3%	2%
	30-51 years	5%	5%
	>51 years	3%	0%
	Total	11%	7%
<b>Sovena Spain – Plasencia Plant</b>	Male	8%	1%
	Female	6%	0%
	<30 years	0%	0%
	30-51 years	6%	1%
	>51 years	8%	0%
	Total	14%	1%
<b>Agropro</b>	Male	3%	3%
	Female	3%	3%
	<30 years	3%	0%
	30-51 years	0%	3%
	>51 years	3%	3%
	Total	6%	6%



GRI Universal Standards 2021

Location or comment

GRI 401 – EMPLOYMENT 2016

401-3 Parental leave

Sovena complies with the legislation and promotes the conciliation between work and family life. This commitment is reflected in our [Code of Ethics and Conduct](#)

**Contents of Law 11/2018 on non-financial reporting**

Measures aimed at facilitating the work-life balance and promoting joint responsibility of both parents.

**Sovena Group**

	<b>2023</b>
Total employees entitled to parental leave	<b>171</b>
Men	<b>127</b>
Women	<b>44</b>
Total number of employees that took parental leave	<b>41</b>
Men	<b>26</b>
Women	<b>15</b>
Total number of employees who returned to work in the reporting period after parental leave ended	<b>35</b>
Men	<b>24</b>
Women	<b>11</b>
Return to work rate	<b>85%</b>
Men	<b>92%</b>
Women	<b>73%</b>
Total number of employees who returned to work after parental leave ended and were still employed 12 months after their return to work	<b>20</b>
Men	<b>17</b>
Women	<b>3</b>
Retention rate	<b>57%</b>
Men	<b>70%</b>
Women	<b>27%</b>
Total number of male employees retained 12 months after returning to work following a period of parental leave	-
Total number of male employees returning from parental leave in the prior reporting period(s)	-
Total number of female employees retained 12 months after returning to work following a period of parental leave	-
Total number of female employees returning from parental leave in the prior reporting period(s)	-





GRI Universal Standards 2021

Location or comment

GRI 401 – EMPLOYMENT 2016

401-3 Parental leave

	<b>2023</b>
<b>Sovena Spain – Brenes Plant</b>	
Total employees entitled to parental leave	<b>10</b>
Men	<b>7</b>
Women	<b>3</b>
Total number of employees that took parental leave	<b>10</b>
Men	<b>7</b>
Women	<b>3</b>
Total number of employees who returned to work in the reporting period after parental leave ended	<b>8</b>
Men	<b>6</b>
Women	<b>2</b>
Return to work rate	<b>80%</b>
Men	<b>85%</b>
Women	<b>66%</b>
Total number of employees who returned to work after parental leave ended and were still employed 12 months after their return to work	<b>8</b>
Men	<b>6</b>
Women	<b>2</b>
Retention rate	<b>100%</b>
Men	<b>100%</b>
Women	<b>100%</b>
Total number of male employees retained 12 months after returning to work following a period of parental leave	<b>7</b>
Total number of male employees returning from parental leave in the prior reporting period(s)	<b>6</b>
Total number of female employees retained 12 months after returning to work following a period of parental leave	<b>3</b>
Total number of female employees returning from parental leave in the prior reporting period(s)	<b>2</b>



GRI Universal Standards 2021

Location or comment

GRI 401 – EMPLOYMENT 2016

401-3 Parental leave

		2023
<b>Sovena Spain – Andújar Plant</b>	Total employees entitled to parental leave	138
	Men	107
	Women	31
	Total number of employees that took parental leave	8
	Men	6
	Women	2
	Total number of employees who returned to work in the reporting period after parental leave ended	7
	Men	6
	Women	1
	Return to work rate	87%
	Men	100%
	Women	50%
	Total number of employees who returned to work after parental leave ended and were still employed 12 months after their return to work	7
	Men	6
	Women	1
	Retention rate	100%
	Men	100%
	Women	100%
Total number of male employees retained 12 months after returning to work following a period of parental leave	6	
Total number of male employees returning from parental leave in the prior reporting period(s)	6	
Total number of female employees retained 12 months after returning to work following a period of parental leave	2	
Total number of female employees returning from parental leave in the prior reporting period(s)	1	
<b>Sovena Spain – Plasencia Plant</b>	-	-
<b>Agropro</b>	-	-

GRI 402 – LABOR/MANAGEMENT RELATIONS 2016

402-1 Minimum notice periods regarding operational changes

**Contents of Law 11/2018 on non-financial reporting**

Social relations: organization of social dialogue

In case of operational changes, employees are informed as appropriate. 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.

In accordance with local legislation, each topic has predefined deadlines. Significant changes normally require a pre-notice between 60 and 15 days.

Evaluated in accordance with each Collective Agreement.



GRI Universal Standards 2021

Location or comment

GRI 403 – OCCUPATIONAL HEALTH AND SAFETY 2018

GRI 3: Material Topics 2021 /

**3-3** Management of material topics

**Contents of Law 11/2018 on non-financial reporting**

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. Our Safety systems have been implemented following Local legal requirements and specific needs of our Sector (Food Industry), ensuring that all Risks are properly addressed and managed. All employees or third parties working on our facilities, are covered by Standard and Specific Safety rules, as per defined in the Safety Manual for Employees and Third Parties.

**403-1** Occupational health and safety management system

**Contents of Law 11/2018 on non-financial reporting**

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

The Health and Safety Management Systems have been implemented following local legal requirements and specific needs of our Sector (Food), ensuring that all Risks are properly address and managed. All employees or third parties working on our facilities, are covered by Standard and Specific Safety rules, as per defined in the Safety Manual for Employees and Third Parties.

**403-2** Hazard identification, risk assessment, and incident investigation

**Contents of Law 11/2018 on non-financial reporting**

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 are 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.

% of all operational sites for which an employee health & safety risk assessment has been conducted

100%



GRI Universal Standards 2021

Location or comment

GRI 403 – OCCUPATIONAL HEALTH AND SAFETY 2018

<p><b>403-3</b> Occupational health services <b>Contents of Law 11/2018 on non-financial reporting</b> Health and safety: work accidents, in particular their frequency and severity, as well as occupational diseases; disaggregated by sex</p>	<p>We provide occupational health services in all our locations. In addition, we have job descriptions for dedicated staff and also some common responsibilities to all employees, including supervisors.</p>
<p><b>403-4</b> Contents of Law 11/2018 on non-financial reporting <b>Contents of Law 11/2018 on non-financial reporting</b> Social relations: assessment of collective agreements, particularly in the field of health and safety at work</p>	<p>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.</p> <p><b>Sovena Spain – Brenes Plant</b> <b>Sovena Oilseeds - Andújar Plant</b> <b>Sovena Spain – Plasencia Plant</b></p> <p>The participation process, both for Sovena employees and external individuals (non-staff), is carried out through the Health and Safety Committee or any of its members. They can also approach a responsible person at Sovena to express their opinions/comments/suggestions, who will then redirect the communication to the members of said Committee. Anonymous suggestion boxes are also installed for requests, improvement proposals, and reporting risks.</p> <p>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:</p> <p>All the Plants have formal joint management–worker health and safety committees that discuss and prepare proposals. All committees have workers representatives.</p>
<p><b>403-5</b> Worker training on occupational health and safety</p>	<p>There are continuous training sessions about risk prevention Health, Safety at Work, Heigh Work, Forklift, First Aids, Emergency Assistance, etc., to all employees.</p>
<p><b>403-6</b> Promotion of worker health</p>	<p>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. Since 2020, we also have an Employees Assistance Program that cover Mental Health and Well-being. In some countries the access to Health Insurance is also available. 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 Program</p>
<p><b>403-7</b> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</p>	<p>Our Procedures to evaluate risks area predefined and the ultimate objective is to mitigate negative impacts and act on prevention. Depending on the negative impact or business relation, the reports escalate to the appropriate @level or institution, including Clients, Suppliers, etc.</p>





GRI Universal Standards 2021

Location or comment

GRI 403 – OCCUPATIONAL HEALTH AND SAFETY 2018

**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.

<b>Sovena Spain – Brenes Plant</b>	This system is audited externally by INTERTEK/SMETA.
<b>Sovena Oilseeds - Andújar Plant</b>	
<b>Sovena Spain – Plasencia Plant</b>	
<b>Sovena Consumer Goods – Barreiro Plant</b>	This system is audited externally by SMETA.

**403-9** Work-related injuries

**Contents of Law 11/2018 on non-financial reporting**

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.

		2022	2023
<b>Sovena Group</b>	Number of fatalities as a result of work-related injury (fatalities)	-	0
	Rate of fatalities as a result of work-related injury	-	-
	Number of recordable work-related injuries (Injuries)	-	45
	Rate of recordable work-related injuries	-	-
<b>Sovena Spain – Brenes Plant</b>	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)	11	12
	Rate of recordable work-related injuries	32	36
<b>Sovena Consumer Goods – Bar-reiro Plant</b>	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)	13	6
	Rate of recordable work-related injuries	67	28
<b>Sovena Oilseeds - Andújar Plant</b>	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	2
	Rate of recordable work-related injuries	24	21
<b>Sovena Oilseeds - Almada Plant</b>	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)	12	13
	Rate of recordable work-related injuries	52	65
<b>Sovena Spain – Plasencia Plant</b>	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)	3	7
	Rate of recordable work-related injuries	40	97



GRI Universal Standards 2021

Location or comment

GRI 403 – OCCUPATIONAL HEALTH AND SAFETY 2018

403-9 Work-related injuries

		2022	2023
<b>Sovena USA – Rome Plant</b>	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)	1	3
	Rate of recordable work-related injuries	3	10
<b>Sovena USA – Modesto Plant</b>	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	0
	Rate of recordable work-related injuries	0	0

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

Some of the action actions taken place in the Plants to eliminate other work-related hazards and minimize risks using the hierarchy of controls:

- Drills: general evacuation, bomb threat, boiler explosion, etc.
- SST awareness workshops: Safety Escape Room.
- Carrying out hygienic-environmental measurements: noise, etc.
- Accident/incident investigations.
- Preparation and dissemination of standards and protocols for action in risk situations.
- Training campaigns: Risks in machines, Use of fire extinguishers, Road safety, Heat stroke, bad posture and overexertion, first aid, PPE, etc.
- Specific training: in fire extinguishing means, first aid, dangerous goods.
- Risk Assessment Update.
- Emergency Plan Update.
- Safety inspections in the plant.
- Carrying out internal audits.



GRI Universal Standards 2021

Location or comment

403-10 Work-related ill health

2022 2023

**Contents of Law 11/2018 on non-financial reporting**

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.

Location or comment	2022	2023
<b>Sovena Group</b>		
Number of fatalities as a result of work-related ill health	-	0
Number of recordable work-related ill health (Occupational diseases)	-	3
<b>Sovena Spain – Brenes Plant</b>		
Number of fatalities as a result of work-related ill health	0	0
Number of recordable work-related ill health (Occupational diseases)	0	0
<b>Sovena Consumer Goods – Barreiro Plant</b>		
Number of fatalities as a result of work-related ill health	0	0
Number of recordable work-related ill health (Occupational diseases)	0	0
<b>Sovena Oilseeds - Andújar Plant</b>		
Number of fatalities as a result of work-related ill health	0	0
Number of recordable work-related ill health (Occupational diseases)	0	0
<b>Sovena Oilseeds - Almada Plant</b>		
Number of fatalities as a result of work-related ill health	0	0
Number of recordable work-related ill health (Occupational diseases)	0	0
<b>Sovena Spain – Plasencia Plant</b>		
Number of fatalities as a result of work-related ill health	0	0
Number of recordable work-related ill health (Occupational diseases)	0	0
<b>Sovena USA – Rome Plant</b>		
Number of fatalities as a result of work-related ill health	0	0
Number of recordable work-related ill health (Occupational diseases)	0	3
<b>Sovena USA – Modesto Plant</b>		
Number of fatalities as a result of work-related ill health	-	-
Number of recordable work-related ill health (Occupational diseases)	-	-

GRI 404 – TRAINING AND EDUCATION 2016

GRI 3: Material Topics 2021 /

See chapter Foster employees' development and connection

3-3 Management of material topics

**Contents of Law 11/2018 on non-financial reporting**

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



GRI Universal Standards 2021

Location or comment

GRI 404 – TRAINING AND EDUCATION 2016

**404-1** Average hours of training per year per employee

		2022		2023	
		Male	Female	Male	Female
<b>Sovena Group</b>	Executives	36	8	15	NA
	Directors	17	28	19	20
	Managers	19	25	25	24
	Professionals	14	25	10	16
	Assistants and Operators	5	9	6	6
	Total	8,8	19,1	9,4	13,7
<b>Sovena Spain – Brenes Plant</b>	Executives	40	NA	10	NA
	Directors	19	8	25	10
	Managers	23	17	17	20
	Professionals	12	14	4	7
	Assistants and Operators	1	7	1	2
	Total	6	13	4	8
<b>Sovena Oilseeds - Andújar Plant</b>	Executives	NA	NA	NA	NA
	Directors	NA	NA	NA	NA
	Managers	16	14	23	NA
	Professionals	2	20	5	12
	Assistants and Operators	0	3	2	4
	Total	2	7	3	8
<b>Sovena Spain – Plasencia Plant</b>	Executives	NA	NA	NA	NA
	Directors	47	NA	16	NA
	Managers	6	NA	28	NA
	Professionals	95	43	46	10
	Assistants and Operators	5	13	4	6
	Total	13	16	8	7
<b>Agropro</b>	Executives	NA	NA	NA	NA
	Directors	13	NA	9	NA
	Managers	7	NA	8	NA
	Professionals	9	8	15	2
	Assistants and Operators	4	6	NA	4
	Total	8	7	12	3





**GRI Universal Standards 2021**

**Location or comment**

**GRI 404 – TRAINING AND EDUCATION 2016**

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

**Contents of Law 11/2018 on non-financial reporting**

Training: Policies implemented in the field of training

**CODE OF ETHICS AND CONDUCT**

In 2023, we have invested in upgrading our people Social skills, with an extended program of Ethic Sessions around all our locations, reinforcing areas of actuation like promotion of the Human Rights, Non-Discrimination, Inclusion and Harassment Prevention. Also, in 2023 we start our journey to bring Sustainability language to all our employees. Also, on the technical skills we keep our people training on the key areas, preparing them to new challenges, with Language training, Behavioral training, and other key areas.

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

		2022		2023	
		Male	Female	Male	Female
<b>Sovena Group</b>	<b>Total</b>	-	-	<b>35%</b>	<b>58%</b>
<b>Sovena Spain – Brenes Plant</b>	Executives	100%	NA	<b>100%</b>	<b>NA</b>
	Directors	100%	100%	<b>100%</b>	<b>100%</b>
	Managers	93%	100%	<b>93%</b>	<b>100%</b>
	Professionals	32%	68%	<b>33%</b>	<b>58%</b>
	Assistants and Operators	3%	42%	<b>2%</b>	<b>40%</b>
	Total	20%	67%	<b>19%</b>	<b>60%</b>
<b>Sovena Consumer Goods – Barreiro Plant</b>	Executives	NA	NA	<b>NA</b>	<b>NA</b>
	Directors	100%	NA	<b>0%</b>	<b>NA</b>
	Managers	100%	80%	<b>25%</b>	<b>0%</b>
	Professionals	0%	44%	<b>40%</b>	<b>33%</b>
	Assistants and Operators	0%	0%	<b>0%</b>	<b>13%</b>
	Total	6%	27%	<b>6%</b>	<b>17%</b>
<b>Sovena Oilseeds - Andújar Plant</b>	Executives	NA	NA	<b>NA</b>	<b>NA</b>
	Directors	NA	NA	<b>100%</b>	<b>NA</b>
	Managers	100%	67%	<b>90%</b>	<b>67%</b>
	Professionals	17%	33%	<b>9%</b>	<b>43%</b>
	Assistants and Operators	0%	0%	<b>0%</b>	<b>0%</b>
	Total	15%	13%	<b>12%</b>	<b>19%</b>
<b>Sovena Oilseeds - Almada Plant</b>	Executives	NA	NA	<b>NA</b>	<b>NA</b>
	Directors	100%	100%	<b>100%</b>	<b>100%</b>
	Managers	100%	100%	<b>100%</b>	<b>100%</b>
	Professionals	33%	18%	<b>24%</b>	<b>25%</b>
	Assistants and Operators	0%	0%	<b>0%</b>	<b>0%</b>
	Total	13%	41%	<b>12%</b>	<b>44%</b>



GRI Universal Standards 2021

Location or comment

GRI 404 – TRAINING AND EDUCATION 2016

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

		2022		2023	
		Male	Female	Male	Female
<b>Sovena Spain – Plasencia Plant</b>	Executives	NA	NA	NA	NA
	Directors	100%	NA	100%	
	Managers	0%	NA	0%	
	Professionals	0%	0%	100%	0%
	Assistants and Operators	0%	0%	0%	0%
	Total	9%	0%	10%	0%
<b>Sovena Mena [Tunisia]</b>	Executives	NA	NA	NA	NA
	Directors	0%	NA	0%	NA
	Managers	NA	0%	0%	NA
	Professionals	NA	0%	0%	0%
	Assistants and Operators	0%	NA	0%	NA
	Total	0%	0%	0%	0%
<b>Sovena USA – Rome Plant</b>	Executives	100%	NA	100%	NA
	Directors	100%	NA	100%	NA
	Managers	100%	100%	100%	100%
	Professionals	100%	100%	100%	100%
	Assistants and Operators	100%	100%	100%	100%
	Total	100%	100%	100%	100%
<b>Sovena USA – Modesto Plant</b>	Executives	NA	NA	NA	NA
	Directors	NA	NA	NA	NA
	Managers	100%	NA	100%	NA
	Professionals	100%	NA	100%	NA
	Assistants and Operators	100%	100%	100%	100%
	Total	100%	100%	100%	100%
<b>Nutrifarms</b>	Executives	NA	NA	NA	NA
	Directors	100%	NA	100%	NA
	Managers	83%	50%	91%	100%
	Professionals	4%	100%	10%	75%
	Assistants and Operators	0%	0%	0%	0%
	Total	9%	44%	14%	57%



GRI Universal Standards 2021

Location or comment

GRI 404 – TRAINING AND EDUCATION 2016

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

		2022		2023	
		Male	Female	Male	Female
<b>Monteolivo</b>	Executives	NA	NA	NA	NA
	Directors	NA	NA	NA	NA
	Managers	100%	NA	100%	NA
	Professionals	0%	NA	0%	NA
	Assistants and Operators	0%	0%	0%	0%
	Total	33%	0%	33%	0%
<b>Industrias San Pedro</b>	Executives	NA	NA	NA	NA
	Directors	NA	NA	NA	NA
	Managers	NA	NA	NA	NA
	Professionals	0%	NA	0%	NA
	Assistants and Operators	NA	0%	NA	0%
	Total	0%	0%	0%	0%
<b>Sovena Brazil</b>	Executives	NA	NA	NA	NA
	Directors	100%	100%	100%	100%
	Managers	100%	100%	100%	100%
	Professionals	100%	100%	100%	100%
	Assistants and Operators	NA	0%	NA	33%
	Total	100%	73%	100%	82%
<b>Agropro</b>	Executives	NA	NA	NA	NA
	Directors	100%	NA	100%	NA
	Managers	100%	NA	100%	NA
	Professionals	100%	100%	100%	100%
	Assistants and Operators	0%	100%	NA	80%
	Total	90%	100%	100%	86%
<b>Sovena Headquarters</b>	Male	50%	100%	67%	NA
	Female	100%	75%	100%	100%
	<30 years	100%	100%	100%	100%
	30-51 years	89%	93%	88%	90%
	>51 years	NA	80%	0%	80%
	Total	92%	92%	89%	93%



GRI Universal Standards 2021

Location or comment

GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY 2016

GRI 3: Material Topics 2021 /

3-3 Management of material topics

**Contents of Law 11/2018 on non-financial reporting**

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

We already have close partnerships for the integration of people with disabilities, in Spain and USA, and we are working on similar programs in other countries.

During 2023 we maintained the communication of the Code of Ethics and Conduct reinforcing the entry levels, with Training on key areas as Human Rights, Harassment, Equal Opportunities, Non-Discrimination and inclusion. From an organizational point of view the company is doing an effort to document all procedures and define Policies to ensure alignment and compliance with all the principles of our Code of Ethics and Conduct.

405-1 Diversity of governance bodies and employees

**Contents of Law 11/2018 on non-financial reporting**

Employees with disabilities.

		2022		2023	
		Male	Female	Male	Female
<b>Sovena Group</b>	<b>Total</b>	-	-	<b>70%</b>	<b>30%</b>
<b>Sovena Spain – Brenes Plant</b>	Executives	100%	0%	<b>100%</b>	<b>0%</b>
	Directors	86%	14%	<b>86%</b>	<b>14%</b>
	Managers	71%	29%	<b>67%</b>	<b>33%</b>
	Professionals	37%	63%	<b>38%</b>	<b>63%</b>
	Assistants and Operators	90%	10%	<b>92%</b>	<b>8%</b>
	Total	73%	27%	<b>73%</b>	<b>27%</b>
<b>Sovena Oilseeds - Andújar Plant</b>	Executives	NA	NA	<b>NA</b>	<b>NA</b>
	Directors	NA	NA	<b>100%</b>	<b>0%</b>
	Managers	79%	21%	<b>77%</b>	<b>23%</b>
	Professionals	80%	20%	<b>61%</b>	<b>39%</b>
	Assistants and Operators	79%	21%	<b>81%</b>	<b>19%</b>
	Total	79%	21%	<b>78%</b>	<b>22%</b>
<b>Sovena Spain – Plasencia Plant</b>	Executives	NA	NA	<b>NA</b>	<b>NA</b>
	Directors	100%	0%	<b>100%</b>	<b>0%</b>
	Managers	100%	0%	<b>100%</b>	<b>0%</b>
	Professionals	33%	67%	<b>33%</b>	<b>67%</b>
	Assistants and Operators	50%	50%	<b>50%</b>	<b>50%</b>
	Total	52%	48%	<b>51%</b>	<b>49%</b>



GRI Universal Standards 2021

Location or comment

GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY 2016

405-1 Diversity of governance bodies and employees

		2022			2023		
		Male	Female	Male	Female	Male	Female
<b>Agropro</b>	Executives	NA	NA	NA	NA	NA	NA
	Directors	100%	0%	100%	0%	100%	0%
	Managers	100%	0%	100%	0%	100%	0%
	Professionals	80%	20%	71%	29%	71%	29%
	Assistants and Operators	17%	83%	0%	100%	0%	100%
	Total	63%	38%	56%	44%	56%	44%
		2022			2023		
		<30	30-51	>51	<30	30-51	>51
<b>Sovena Group</b>	<b>Total</b>	-	-	-	10%	61%	28%
<b>Sovena Spain – Brenes Plant</b>	Executives	0%	0%	100%	0%	0%	100%
	Directors	0%	29%	71%	0%	29%	71%
	Managers	0%	67%	33%	0%	57%	43%
	Professionals	18%	68%	13%	17%	69%	14%
	Assistants and Operators	4%	66%	30%	2%	64%	34%
	Total	8%	65%	27%	7%	63%	30%
<b>Sovena Oilseeds - Andújar Plant</b>	Executives	NA	NA	NA	NA	NA	NA
	Directors	NA	NA	NA	0%	100%	0%
	Managers	0%	57%	43%	0%	54%	46%
	Professionals	13%	73%	13%	11%	78%	11%
	Assistants and Operators	13%	69%	18%	7%	73%	20%
	Total	12%	68%	20%	7%	72%	21%
<b>Sovena Spain – Plasencia Plant</b>	Executives	NA	NA	NA	NA	NA	NA
	Directors	0%	50%	50%	0%	0%	100%
	Managers	0%	100%	0%	0%	100%	0%
	Professionals	0%	100%	0%	0%	100%	0%
	Assistants and Operators	0%	61%	39%	0%	53%	47%
	Total	0%	64%	36%	0%	56%	44%
<b>Agropro</b>	Executives	NA	NA	NA	NA	NA	NA
	Directors	0%	0%	100%	0%	0%	100%
	Managers	0%	50%	50%	0%	67%	33%
	Professionals	20%	60%	20%	14%	71%	14%
	Assistants and Operators	33%	67%	0%	20%	80%	0%
	Total	19%	56%	25%	13%	69%	19%

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- Servicios de empleo SL).





GRI Universal Standards 2021

Location or comment

GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY 2016

<b>405-2</b> Ratio of basic salary and remuneration of women to men  <b>Contents of Law 11/2018 on non-financial reporting</b>	Directors	84%
	Managers	91%
	Professionals	83%
	Assistants and Operators	83%

GRI 406 – NON-DISCRIMINATION 2016

GRI 3: Material Topics 2021 /

**CODE OF ETHICS AND CONDUCT**

**3-3** Management of material topics

**Contents of Law 11/2018 on non-financial reporting**

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.

<b>406-1</b> Incidents of discrimination and corrective actions taken  <b>Contents of Law 11/2018 on non-financial reporting</b>  Equality: Anti-discrimination policy and diversity management.	One incident of discrimination which was reviewed through routine management review processes.
--	--

GRI 407 – FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016

GRI 3: Material Topics 2021 /

At Sovena we facilitate the access to all Labor Union Representatives, by making available the space for them to display the required information (Notice Hall), to all employees. All employees are free to associate to whatever Union or Association that they rely on, as stated in our **Code of Ethics and Conduct**.

**3-3** Management of material topics

**Contents of Law 11/2018 on non-financial reporting**

Promotion of and compliance with the provisions of basic ILO conventions related to respect for freedom of association and the right to collective bargaining



**GRI Universal Standards 2021**

**Location or comment**

**GRI 407 – FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016**

**407-1** Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

We have in place a Homologation process to a determined group of suppliers where key social topics area addressed. Of the information collected so far, we have not identified any supplier in major risk in Human Rights matters.

**Contents of Law 11/2018 on non-financial reporting**

Subcontracting and suppliers: consideration of their social and environmental responsibility in relations with suppliers and subcontractors

**GRI 408 – CHILD LABOR 2016**

GRI 3: Material Topics 2021 /

**CODE OF ETHICS AND CONDUCT**

**3-3** Management of material topics

**Contents of Law 11/2018 on non-financial reporting**

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.

**408-1** Child Labour

Sovena works in collaboration with its suppliers to ensure that no actions involving child labor or hazardous work for young workers are carried out. All of this is intended to contribute to the effective abolition of child labor.

**CODE OF ETHICS AND CONDUCT**

% of all operational sites that have been subject to human rights reviews or human rights impact assessment

63%



**GRI Universal Standards 2021**

**Location or comment**

**GRI 409 – FORCED AND COMPULSORY LABOR 2016**

GRI 3: Material Topics 2021 /

**CODE OF ETHICS AND CONDUCT**

**3-3** Management of material topics

**Contents of Law 11/2018 on non-financial reporting**

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.

**409-1** Operations and suppliers at significant risk for incidents of forced or compulsory labor

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.

**Contents of Law 11/2018 on non-financial reporting**

**Sourcing and purchasing Policy**

Reinforce the compliance with Sovena Code of Ethics and Conduct

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 labor; the effective abolition of child labor.

**GRI 4-10 – SECURITY PRACTICES 2016**

GRI 3: Material Topics 2021 /

Our **Code of Ethics and Conduct** is available to all those that work with or in Sovena.

**3-3** Management of material topics

**Contents of Law 11/2018 on non-financial reporting**

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.

**4-10-1** Security personnel trained in human rights policies or procedures

All security force is subcontracted to a Certified external provider, therefore we reinforce in our contracts that all the people that work with Sovena should comply with our Code of Ethics and Conduct, which include all the topics related with Human Rights.



**GRI Universal Standards 2021**

**Location or comment**

**GRI 4-11 – RIGHTS OF INDIGENOUS PEOPLES 2016**

**Disclosure 411-1** Incidents of violations involving rights of indigenous peoples Not applicable

**GRI 4-13 – LOCAL COMMUNITIES 2016**

GRI 3: Material Topics 2021 / See chapter “Engage and energize the local ecosystem”

**3-3** Management of material topics

**Contents of Law 11/2018 on non-financial reporting**

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.

**CODE OF ETHICS AND CONDUCT**

**4-13-1** Operations with local community engagement, impact assessments, and development programs See chapter “Engage and energize the local ecosystem”

**Contents of Law 11/2018 on non-financial reporting**

The company’s commitment to sustainable development: the relations maintained with local community agents and arrangements for dialogue with them

**4-13-2** Operations with significant actual and potential negative impacts on local communities See chapter “Engage and energize the local ecosystem”

**Contents of Law 11/2018 on non-financial reporting**

The company’s commitment to sustainable development: the impact of society’s activity on employment and local development



GRI Universal Standards 2021

Location or comment

GRI 4-14 – SUPPLIER SOCIAL ASSESSMENT 2016

GRI 3: Material Topics 2021 /

**3-3** Management of material topics

**Contents of Law 11/2018 on non-financial reporting**

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 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

In all new and renewed contracts, suppliers commit to the best practices in terms of economic, environmental, and social sustainability, reflected in the following clause: [SUPPLIER] must at all times guarantee the sustainability of its business in economic, social and environmental terms and, to this end, endeavor to create incentives throughout the upstream and downstream value chain. To this end, it must be aware of, be aligned with and comply with the Code of Ethics and Conduct, as well as all SOVENA Group Policies, in their most up-to-date versions and available on the corporate website, and also promote its principles to stakeholders (Code of Ethics; Quality Policy; Environmental Policy; Purchasing Policy).

In addition, the main suppliers of non-raw materials signed a renewed declaration to this effect in 2023.

As far as the homologation process is concerned, suppliers are asked about environmental practices (policies, waste management, environmental preservation, training...), health and safety practices at work and corporate social responsibility practices, including compliance with the Universal Declaration of Human Rights, non-discrimination and transparency. They are also questioned on whether they hold certifications in the areas of quality and food, environmental and social safety, some of which are mandatory for supplier selection.

As part of its new strategy, the Group has made an explicit commitment to deepen the knowledge, monitor and train its suppliers in the Environmental, Social and Governance pillars.

**4-14-2** Negative social impacts in the supply chain and actions taken

**Contents of Law 11/2018 on non-financial reporting**

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

**CODE OF ETHICS AND CONDUCT**

**Sourcing and purchasing Policy**

Our suppliers go through a homologation process that requires them to respond to the best social practices. Suppliers must also follow Sovena's Code of Conduct and Purchasing Policy, which mention social guidelines in order to be included in the Group's list of suppliers.

No negative impacts known.

As part of its new strategy, the Group has made an explicit commitment to deepen the knowledge, monitor and train its suppliers in the Environmental, Social and Governance pillars.





GRI Universal Standards 2021

Location or comment

GRI 4-16 – CUSTOMER HEALTH AND SAFETY 2016

GRI 3: Material Topics 2021 /

**3-3** Management of material topics

**Contents of Law 11/2018 on non-financial reporting**

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

**Contents of Law 11/2018 on non-financial reporting**

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 Defense 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:

- 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.

Processes related to customer H&S during R&D/production or service phases and product design with customer health and safety consideration: Every new process and new product is planned and verified for H&S, food safety, quality and so on in advance and contrasted against the existing HACCP and modifications / new measures are included, in case. During production, an exhaustive analytical control plan in every process phase is implemented.

Traceability management of products to ensure consumer health & safety, including food safety: Starting in our suppliers, all the movements of materials, intermediate products and final products is recorded and available in our system in a maximum 4-hour time.

Awareness and information provided to customers on the safe use of products/services: Information about our products is available through technical data sheets and the labelling info provided. Both are reviewed according to the obtained results and legislation and updated regularly. Modifications are made and communicated if needed.

Total number of safety related product recalls: Zero

Total number of customer feedback collection regarding product safety: Zero. Feedback collected is 100% regarding product Quality



**GRI Universal Standards 2021**

**Location or comment**

**416-2** Incidents of non-compliance concerning the health and safety impacts of products and services  
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 4-17 – MARKETING AND LABELLING 2016**

**417-1** Requirements for product and service information and labelling  
There are no organization requirements for product and service information and labeling.

**417-2** 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.

**417-3** Incidents of non-compliance concerning marketing communications  
There were no incidents of non-compliance concerning marketing communications.

**GRI 4-18 – CUSTOMER PRIVACY 2016**

**418-1** Substantiated complaints concerning breaches of customer privacy and losses of customer data  
There is a communication channel, with no incidence. The procedure is described in the Code of Ethics.

**CODE OF ETHICS AND CONDUCT**

**Contents of Law 11/2018 on non-financial reporting**  
Consumers: claims systems, complaints received and their resolution.



**SECTORIAL PERFORMANCE INDICATORS – FOOD PROCESSING**

**Disclosure**

**Location or comment**

**PROCUREMENT/SOURCING PRACTICES**

<p><b>FP1</b></p>	<p>Percentage of purchased volume from suppliers compliant with company's sourcing policy</p>	<p>All our main suppliers are required to be 100 per cent aligned with our Code of Ethics, Quality Policy, Environmental Policy and Purchasing Policy, thus ensuring compliance in purchases.</p> <p>As part of its new strategy, the Group has made an explicit commitment to deepen the knowledge, monitor and train its suppliers in the Environmental, Social and Governance pillars.</p>																																																				
<p><b>FP2</b></p>	<p>Percentage of purchased volume, which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standard</p>	<table border="1"> <thead> <tr> <th></th> <th></th> <th><b>2022</b></th> <th><b>2023</b></th> </tr> </thead> <tbody> <tr> <td><b>Sovena Spain – Brenes Plant</b></td> <td>Organic olive oil</td> <td>2%</td> <td><b>1%</b></td> </tr> <tr> <td><b>Sovena Consumer Goods – Barreiro Plant</b></td> <td>Organic olive oil</td> <td>0.47%</td> <td><b>0.45%</b></td> </tr> <tr> <td rowspan="3"><b>Sovena Oilseeds – Almada Plant</b></td> <td>Sustainable rapeseed - ISCC Certification</td> <td>5%</td> <td><b>11%</b></td> </tr> <tr> <td>Sustainable rapeseed oil - ISCC Certification</td> <td>0.13%</td> <td><b>4%</b></td> </tr> <tr> <td>Sustainable used cooking oil - ISCC Certification</td> <td>5%</td> <td><b>3%</b></td> </tr> <tr> <td><b>Sovena Mena</b></td> <td>Organic olive oil</td> <td>29%</td> <td><b>29%</b></td> </tr> <tr> <td rowspan="4"><b>Sovena USA – Rome Plant</b></td> <td>Organic sunflower oil</td> <td>0.33%</td> <td><b>0%</b></td> </tr> <tr> <td>Organic canola oil</td> <td>0.25%</td> <td><b>0.17%</b></td> </tr> <tr> <td>Organic soy oil</td> <td>0%</td> <td><b>0%</b></td> </tr> <tr> <td>Organic olive oil</td> <td>0%</td> <td><b>0.03%</b></td> </tr> <tr> <td rowspan="4"><b>Sovena USA – Modesto Plant</b></td> <td>Organic sunflower oil</td> <td>0%</td> <td><b>0%</b></td> </tr> <tr> <td>Organic canola oil</td> <td>0%</td> <td><b>0%</b></td> </tr> <tr> <td>Organic soy oil</td> <td>0%</td> <td><b>0%</b></td> </tr> <tr> <td>Organic olive oil</td> <td>0%</td> <td><b>0%</b></td> </tr> </tbody> </table>			<b>2022</b>	<b>2023</b>	<b>Sovena Spain – Brenes Plant</b>	Organic olive oil	2%	<b>1%</b>	<b>Sovena Consumer Goods – Barreiro Plant</b>	Organic olive oil	0.47%	<b>0.45%</b>	<b>Sovena Oilseeds – Almada Plant</b>	Sustainable rapeseed - ISCC Certification	5%	<b>11%</b>	Sustainable rapeseed oil - ISCC Certification	0.13%	<b>4%</b>	Sustainable used cooking oil - ISCC Certification	5%	<b>3%</b>	<b>Sovena Mena</b>	Organic olive oil	29%	<b>29%</b>	<b>Sovena USA – Rome Plant</b>	Organic sunflower oil	0.33%	<b>0%</b>	Organic canola oil	0.25%	<b>0.17%</b>	Organic soy oil	0%	<b>0%</b>	Organic olive oil	0%	<b>0.03%</b>	<b>Sovena USA – Modesto Plant</b>	Organic sunflower oil	0%	<b>0%</b>	Organic canola oil	0%	<b>0%</b>	Organic soy oil	0%	<b>0%</b>	Organic olive oil	0%	<b>0%</b>
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<p><b>FP5</b></p>	<p>Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards</p>	<p>See chapters " Business Foundations " and Certification table in this document</p> <p>All plants but Almada (not GFSI certified).</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

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  
<https://www.fula.pt/produtos/gama-fula/fula-puro-girassol/>  
<https://www.fula.pt/produtos/gama-fula/>



**CERTIFICATIONS AND OTHER RECOGNITIONS**

	Agriculture	Oilseeds		Consumer goods				
	Marmelo Mill Portugal	Almada Portugal	Andújar Spain	Barreiro Portugal	Brenes Spain	Rome USA	Modesto USA	Plasencia Spain
<b>FOOD SAFETY</b>								
BRCS			•	•	•			•
IFS			•	•	•			•
SQF						•	•	
GMP		•						
ISO 22000	•							
<b>QUALITY</b>								
ISO 9001		•	•	•	•			
ISO 17025					•	•		
<b>ENVIRONMENT AND SUSTAINABILITY</b>								
ISO 14001	•		•		•			
ISCC		•		•				
INTEGRATED PRODUCTION	•			•				
<b>GLOBAL MARKETS</b>								
KOSHER		•	•	•	•	•	•	
HALAL			•		•			
EAC				•	•			•
FDA registry			•	•	•	•	•	•
ORGANIC OLIVE OIL (EU)			•	•	•			
ORGANIC OLIVE OIL (BRAZIL)				•	•			
ORGANIC OLIVE OIL (JAPAN)					•			
ORGANIC OLIVE OIL (USDA)					•	•		
ORGANIC OLIVE OIL (CHINA)					•			
NON-GMO						•		
Foreign Supplier Verification Program (FSVP)					•			
Voluntary Qualified Importer Program (VQIP)						•		





	Agriculture		Oilseeds		Consumer goods			
	Marmelo Mill Portugal	Almada Portugal	Andújar Spain	Barreiro Portugal	Brenes Spain	Rome USA	Modesto USA	Plasencia Spain
<b>BIODIESEL</b>								
EPA		•						
ISCC PLUS		•						
<b>SOCIAL AND LABOR</b>								
efr - Entidade Familiarmente Responsável	•	•		•				
SMETA			•		•			
SMETA			•	•	•			



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 de um trabalho de garantia limitada de fiabilidade sobre a informação de sustentabilidade incluída no Relatório de Sustentabilidade de 2023 (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 implementação e 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 incluída no Relatório e 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 aos 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 referida Informação de sustentabilidade, bem como de reporte aplicados e os mecanismos de controlo associados;



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- 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 da informação de sustentabilidade incluídos no Relatório, bem como a 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 inquéritos 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 da 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 efetuado, nada chegou ao nosso conhecimento que nos leve a concluir que a informação de sustentabilidade incluída no Relatório de Sustentabilidade de 2023 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, 31 de maio de 2024

Handwritten signature of João Carlos Reis Belo Frade

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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 2023 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 Brazil, 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
<b>STATIONARY AND MOBILE COMBUSTION</b>					
Mobile Combustion	Diesel (Portugal)	EF CO <sub>2</sub>	74.46	kg CO <sub>2</sub> /GJ	NIR 2023
		EF CH <sub>4</sub>	0.001	kg CH <sub>4</sub> /GJ	NIR 2023
		EF N <sub>2</sub> O	0.0024	kg N <sub>2</sub> O/GJ	NIR 2023
	Diesel (Spain)	EF CO <sub>2</sub>	73.68	kg CO <sub>2</sub> /GJ	NIR ES 2023
		EF CH <sub>4</sub>	0.00066	kg CH <sub>4</sub> /GJ	NIR ES 2023
		EF N <sub>2</sub> O	0.0033	kg N <sub>2</sub> O/GJ	NIR ES 2023
	Diesel (USA)	EF CO <sub>2</sub>	70.26	kg CO <sub>2</sub> /GJ	NIR USA 2023
	Gasoline (Portugal)	EF CO <sub>2</sub>	72.00	kg CO <sub>2</sub> /GJ	NIR 2023
		EF CH <sub>4</sub>	0.01214	kg CH <sub>4</sub> /GJ	NIR 2023
		EF N <sub>2</sub> O	0.0014	kg N <sub>2</sub> O/GJ	NIR 2023
	Gasoline (Tunisia)	EF CO <sub>2</sub>	72.12	kg CO <sub>2</sub> /GJ	NIR 2023
		EF CH <sub>4</sub>	0.012	kg CH <sub>4</sub> /GJ	NIR 2023
		EF N <sub>2</sub> O	0.001	kg N <sub>2</sub> O/GJ	NIR 2023
	Cargo ship-general cargo	EF CO <sub>2</sub> e	0.01321	kg CO <sub>2</sub> e/t.km	DEFRA 2023
	Cargo ship-bulk carrier	EF CO <sub>2</sub> e	0.00353	kg CO <sub>2</sub> e/t.km	DEFRA 2023
Road vehicle articulated (>3,5-33t)	EF CO <sub>2</sub> e	0.11578	kg CO <sub>2</sub> e/t.km	DEFRA 2023	
Stationary combustion	Natural gas (Portugal, Spain)	EF CO <sub>2</sub>	56.60	kg CO <sub>2</sub> /GJ	APA 2013
	Natural gas (USA)	EF CO <sub>2</sub>	50.3	kgCO <sub>2</sub> /BTU 10^6	EPA
		EF CH <sub>4</sub>	0.001	kg CH <sub>4</sub> /gallon	EPA
		EF N <sub>2</sub> O	9.48E-05	kg N <sub>2</sub> O/gallon	EPA
	Diesel (Portugal, Spain)	LHV	43.07	GJ/t	APA 2013
		EF CO <sub>2</sub>	74.10	kg CO <sub>2</sub> /GJ	APA 2013
	Propane (USA)	EF CO <sub>2</sub>	65.46	kg CO <sub>2</sub> /gallon	EPA
		EF CH <sub>4</sub>	0.003	kg CH <sub>4</sub> /gallon	EPA
		EF N <sub>2</sub> O	0.0006	kg N <sub>2</sub> O/gallon	EPA
	Sustainable Biomass	EF CO <sub>2</sub>	0	t CO <sub>2</sub> /TJ	APA 2013
		EF CH <sub>4</sub>	0	kg CO <sub>2</sub> /TJ	APA 2013
		EF N <sub>2</sub> O	0	kg CO <sub>2</sub> /TJ	APA 2013
	Long haul Business class	EF CO <sub>2</sub> e	0.23963	kg CO <sub>2</sub> e/p.km	GHG PROTOCOL
	Taxi kg/mile	EF CO <sub>2</sub> e	0.2080	kg CO <sub>2</sub> e/p.km	NIR - 2023
	Car	EF CO <sub>2</sub> e	0.2038	kg CO <sub>2</sub> e/p.km	NIR - 2023





Emission Factors	Factor	Value	Unit	Source
<b>WASTE TREATMENT</b>				
Industrial waste treatment (landfill)	EF CH <sub>4</sub>	0.03619	t CH <sub>4</sub> /twaste	NIR 2023
Industrial waste treatment (incineration) (Portugal)	EF CO <sub>2</sub>	1.8010	t CO <sub>2</sub> /twaste	NIR 2023
Industrial waste treatment (incineration) (Spain)	EF CO <sub>2</sub>	0.4810	t CO <sub>2</sub> /twaste	Miteco - 2022
Industrial waste treatment (incineration) (Brasil)	EF CO <sub>2</sub>	0.0212	t CO <sub>2e</sub> /twaste	Miteco - 2022
<b>ELECTRICITY PURCHASE</b>				
Portugal	EF CO <sub>2</sub>	0.173	kg CO <sub>2</sub> /kWh	EEA 2022
Spain	EF CO <sub>2</sub>	0.205	kg CO <sub>2</sub> /kWh	EEA 2022
Moroccos	EF CO <sub>2</sub>	0.546	kg CO <sub>2</sub> /kWh	CarbonFootprint - 2023
Brazil	EF CO <sub>2</sub>	0.0385	g CO <sub>2</sub> /kWh	MCTI (SIRENE) - 2023
Tunisia	EF CO <sub>2</sub>	0.326	g CO <sub>2</sub> /kWh	CarbonFootprint - 2023
USA	EF CO <sub>2</sub>	0.389	g CO <sub>2</sub> /kWh	EPA 2023
<b>HEATING PURCHASE</b>				
Portugal	EF CO <sub>2</sub>	56.65	kg CO <sub>2</sub> /GJ	APA 2013





Emission Factors	Factor	Value	Unit	Source
<b>PURCHASE GOODS &amp; SERVICES</b>				
Hexane	EF CO <sub>2</sub> e	620	kg CO <sub>2</sub> e/t	Carbon Cloud - 2023
Caustic soda	EF CO <sub>2</sub> e	469	kg CO <sub>2</sub> e/t	European Commission: 2020
Methanol	EF CO <sub>2</sub> e	1,980	t CO <sub>2</sub> e/t	Biograce v4d, 2014
Hydrochloric Acid	EF CO <sub>2</sub> e	750	kg CO <sub>2</sub> e/t	EC - 2020
Phosphoric acid	EF CO <sub>2</sub> e	3,010	kg CO <sub>2</sub> e/t	EC - 2020
Sulphuric acid	EF CO <sub>2</sub> e	207.7	kg CO <sub>2</sub> e/kg	EC - 2020
Nitrate	EF CO <sub>2</sub> e	430	kg CO <sub>2</sub> e/t	winipeg.ca
Ferric sulphate	EF CO <sub>2</sub> e	328	kg CO <sub>2</sub> e/t	EPA 2020
Synthetic fertilizer	EF CO <sub>2</sub> e	7,470	kg CO <sub>2</sub> e/kg N	EPA
Organic fertilizer	EF CO <sub>2</sub> e	810	kg CO <sub>2</sub> e/t	Havukainen (2018)
Biofuel	EF CO <sub>2</sub>	15.93	kg CO <sub>2</sub> /t	EPA
Glass	EF CO <sub>2</sub> e	1,038	kg CO <sub>2</sub> e/t	BA Glass
Rigid plastic	EF CO <sub>2</sub> e	3,090.82	t CO <sub>2</sub> e/t	DEFRA 2023
Cardboard	EF CO <sub>2</sub> e	801.52	kg CO <sub>2</sub> e/t	DEFRA 2023
PET	EF CO <sub>2</sub> e	4,018.48	kg CO <sub>2</sub> e/t	DEFRA 2023
rPET	EF CO <sub>2</sub> e	3,121.42	kg CO <sub>2</sub> e/t	DEFRA 2023
HDPE	EF CO <sub>2</sub> e	3,269.84	kg CO <sub>2</sub> e/t	DEFRA 2023
Label and back label	EF CO <sub>2</sub> e	0.0292	kg CO <sub>2</sub> e/label	Sovena
Olive oil production (Spain)	EF CO <sub>2</sub> e	1,740	kg CO <sub>2</sub> e/ toliveoil	Carbon Cloud
Olives production (Portugal)	EF CO <sub>2</sub> e	188	kg CO <sub>2</sub> e/ tolives	Feliciano M., et al, 2014
Avocado oil production (USA)	EF CO <sub>2</sub> e	1,970	kg CO <sub>2</sub> e/ tooil	Carbon Cloud
Rapessed oil production	EF CO <sub>2</sub> e	1,380	kg CO <sub>2</sub> e/ tooil	Carbon Cloud
Sunflower oil production	EF CO <sub>2</sub> e	1,490	kg CO <sub>2</sub> e/ t	Carbon Cloud
Vegetable oil	EF CO <sub>2</sub> e	1,380	kg CO <sub>2</sub> e/ t	Carbon Cloud
Sunflower oilseeds production	EF CO <sub>2</sub> e	920	kg CO <sub>2</sub> e/ toilseeds	Carbon Cloud
Rapeseed oilseeds production	EF CO <sub>2</sub> e	670	kg CO <sub>2</sub> e/ toilseeds	Carbon Cloud



TITLE: Sovena Sustainability Report 2023 – Spreading Roots

PROPERTY: Sovena

DEPARTMENT: Sustainability

CONSULTANTS: Sair da Casca – Consultoria em Desenvolvimento Sustentável

ART DIRECTION AND PRODUCTION: Born

DATE OF PUBLICATION: June 2024

WEBSITE: <https://www.sovenagroup.com>

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