

SUSTAINABILITY
OVERVIEW 2022

GROWING CLOSER



sovena
Feeding Futures





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GROWING CLOSER IS GROWING STRONGER

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GROWING CLOSER

Togetherness makes everything more powerful. Drops of water, wind blowing, soil particles, and seeds. Also, ideas, transformations, and, most of all, people. All these would have little impact or chance to grow if standing alone.

That is why, in a challenging year, we've united our efforts, knowledge, resilience, and ambitions to make them even more extraordinary. And we've deeply connected our company members with our stakeholders, creating and maturing hand-in-hand partnerships and relationships at every step of the value chain.

Inspired and strengthened, we intend to keep **growing closer** and feeding futures side by side.





MESSAGE FROM THE CEO

JORGE DE MELO CEO

We are proud of the way we have overcome 2022. In a challenging macroeconomic and social context, recovering from a pandemic and extremely affected by the war, **we highlight the cooperative and responsible work of all the involved stakeholders.** From our suppliers and farmers to customers, and with our people, we have worked together to find innovative solutions that enabled us to overcome market pressures and ensure the supply and quality of our products.

Following our **feeding futures** positioning, **we remain firmly committed to our sustainability strategy,** recognising the urgent need for global decarbonisation, biodiversity protection, and the integration of technology to ensure efficient resource use, while fostering our people and communities' development. Our vision for the future keeps us investing in innovation. In 2022,

we acquired Centazzi, owner of Saluitem brand, enriching our portfolio of healthy food products.

It is crucial for me to emphasise the commendable efforts of our people. The resilience that we have achieved was due to the dedication and effort of a united team, led by our values, in pursuit of our purpose. With them and for them, we dedicated the year redesigning our internal programs and expanding our support, to ensure that they are successful in their professional and personal lives.

Two years of building on our sustainability strategy, **FEEDING FUTURES FOR A PLANET THAT PROSPERS AND FOR PEOPLE THAT THRIVE,** enabled us to anticipate business challenges, build ecosystem resilience and continue **GROWING CLOSER.**



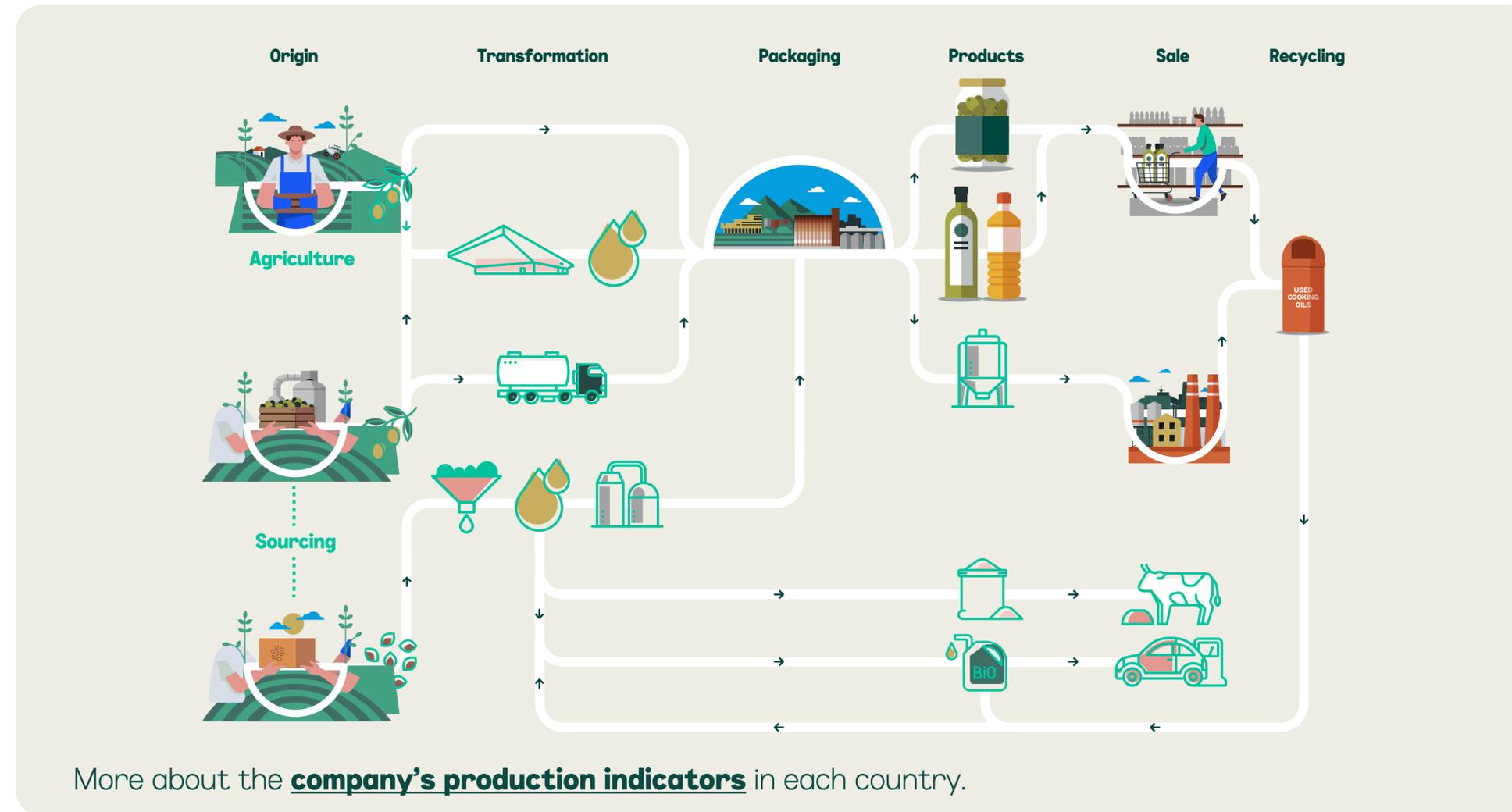


GROWING CLOSER IN EVERY SINGLE STEP



OUR ACTIVITY – CONNECTING THE FUTURE OF FOOD WORLDWILDE

Sovena is one of the largest companies in the olive oil and vegetable oil sectors worldwide, acting across the whole value chain, from agricultural production to sourcing, transformation, packaging, and distribution.



Proportion of turnover per type of product.

+1,100
Employees

+2,000
Customers

€1,857 Million
Direct economic value generated

+70
Countries among destination markets

Agricultural projects

8,435 ha
Olive groves (Portugal and Morocco)

Mills

4 mills

Factories

8
industrial units



We drive innovation in every step while ensuring the most demanding **Quality and Food Safety** standards in our operations, to produce food that promotes a diversified and healthy diet and accelerates sustainable evolution of the global food system.



OLIVEIRA DA SERRA

Committed to creating a positive impact on the entire food cycle.

SUSTAINABILITY

Leader in the Portuguese market. Most awarded Portuguese olive oil brand in the world.

More about [our brands](#).



ANDORINHA

Committed to positively transforming people's relationship with food.

EDUCATION

Sovena's largest brand in volume. Reference brand in Brazil.



FULA

Committed to inspiring a more diverse and inclusive feeding future.

INCLUSION AND DIVERSITY

Leader in the Portuguese market. Reference brand in Angola.

SOME OF SOVENA'S OTHER BRANDS:

- | | |
|---------------|---------|
| Córdoba | GEM |
| Flor de Olivo | Olivari |
| Fontasol | Soleada |
| Fontoliva | Tri-Fri |
| Frigi | Vêgê |





GOING FURTHER IN OUR COMMITMENTS AND ACTIONS

Our Strategy / Feeding futures for a planet that prospers and for people that thrive

Our sustainability strategy **Feeding futures for a planet that prospers and for people that thrive** is designed under five core pillars which aim to promote a diverse and sustainable diet, based on the best available agricultural practices and a more efficient and circular transformation. To achieve this, we count on our employees and the supply chain partners, united by a shared vision.

To ensure the success of our strategy, we rely on **three key enablers**: the highest **QUALITY** and **FOOD SAFETY** standards as an imperative for Sovena's practices and a strong culture of **INNOVATION and DEVELOPMENT** that enables us to reach our goals quickly and efficiently.

More **about the materiality assessment that underpins our strategy and our Action Plan.**

FOR A PLANET THAT PROSPERS

PRODUCE FOOD IN A SUSTAINABLE WAY

PROCESS EFFICIENTLY, IN A LOW CARBON AND CIRCULAR WAY

FOR PEOPLE THAT THRIVES

FOSTER EMPLOYEE'S DEVELOPMENT AND CONNECTION

ENGAGE AND ENERGIZE THE LOCAL ECOSYSTEM

ENCOURAGE INFORMED FOOD CHOICES AND DIVERSE DIETS

QUALITY

FOOD SAFETY

INNOVATION AND DEVELOPMENT



We are engaged in contributing with our strategy and action plan, to the [United Nations Sustainable Development Goals](#), specially aligned with our strategy and which we contribute more strongly with our actions.





GROWING CLOSER ENHANCES OUR ACTIONS



PRODUCE FOOD IN A SUSTAINABLE WAY

Water availability, soil health and biodiversity are essential to food production and we are committed to managing their impacts throughout our entire value chain.

OUR TARGETS AND PROGRESS

KPIs	2022 achieved accumulated	Progress compared to 2021	2023 Target
Development of the Natural Values Management Plan	80%	+60 p.p.	100%
% of the area that complies with at least 50% of the applicable measures in EDIA's "Guide to Good Agri-Environmental Practices"	55%	+28 p.p.	60%
% of suppliers that endorse the Procurement Policy	87%	+43 p.p.	100%
% of FSC-certified cardboard boxes	71%	+5 p.p.	55%

Baseline year: 2020

NATURAL VALUES MANAGEMENT PLAN / We made great progress in our Natural Values Management Plan. After mapping and monitoring the natural values and identifying areas for conservation, we invited several specialists to provide feedback on the plan through a **public consultation**.

FARM SUSTAINABILITY ASSESSMENT (FSA) RECOGNITION / All our farms obtained the **Silver level of the FSA** by **SAI Platform**, an international framework on sustainable farming that assesses environmental, economic and social aspects. We are the first olive grower in the world to achieve this recognition.

TRUST AND LONG-TERM RELATIONSHIPS WITH OUR SUPPLIERS / This year confirmed that the business ethics and conduct that guide us over the years, as well as the **long-term relationships** we maintain, translated into trust, allowed us to fulfil contracts with suppliers and customers in a demanding context.

Sovena continued to search for the best quality raw materials, while considering sustainability criteria, maintaining a fair economic relationship with suppliers. In the vegetable oil sector, we kept promoting specialized knowledge through research and pilot projects.

We improved our **irrigation strategy** to reduce water consumption, installed **four new solar energy production units** in our farms to decarbonise our electricity source and maintained our **zero-waste strategy**.

543ha
in Portugal are dedicated to nature conservation

96%
of local employment in agricultural production





PROCESS EFFICIENTLY, IN A LOW-CARBON AND CIRCULAR WAY

We are committed to the urgency of climate action and to reducing GHG emissions, by conducting operations more efficiently, switching to low-carbon energy sources, and promoting circularity in our production and packaging.

OUR TARGETS AND PROGRESS

KPIs	2022 achieved accumulated	Progress compared to 2021	2023 Target
Scope 1 and 2 GHG emissions (tCO ₂ e)	78,939	-5,0 %	60,000
% of electricity consumed from renewable sources (purchased + produced)	63%	+7.4 p.p.	100%
% of recycled PET into packaging (Sovena's brands*)	19%	—	50%

* Sovena's main brands olive oil and vegetable oil brands (Oliveira da Serra, Fula and Andorinha) in the Portuguese, and Brazilian markets.

GREENHOUSE GAS (GHG) EMISSIONS REDUCTION / 5% reduction largely due to investment in renewable energy and purchase of green electricity certificates. Our decarbonisation goals focus on a two-fold effort: **reducing and replacing**.

REDUCING ENERGY CONSUMPTION / Through continuous improvement, we implement cyclical rationalisation plans in our factories, covering best practices regarding steam production, thermal insulation, condensate steam recovery system installation, cooling systems and cold circuit improvement, amongst other measures.

REPLACING TO RENEWABLE ENERGY SOURCES / By the end of 2022, three factories and olive groves had more than 6,000 **photovoltaic panels** in use, with an estimated production of 4 GWh per year, avoiding the annual emission of more than 1,000 t CO₂e.

We extended the purchase of **renewable electricity certificates**, already 100% in Portugal, to our Brenes factory (Spain).

The two **biomass boilers** in Brenes and Andujar factories make use of olive stones and sunflower husks to generate around 60% of the energy for steam or hot water generation. In Portugal, our Marmelo Mill has three biomass boilers that use the olive stones from its own production, generating the total process heat needs.



CIRCULARITY IN PACKAGING LED US TO BE CERTIFIED AS

RECYCLASS A / Oliveira da Serra PET 750 ml and 1,5 l bottles obtained Recyclclass A certification, the highest score in the standard and the first to be granted in Portugal, meaning that the packaging does not pose recyclability issues and the recycled plastics can potentially be used for the same quality of application.



Other measures to improve the sustainability of our packaging:

- Reducing plastic in our bottles;
- Increasing the volume of recycled plastic (rPET) used by 22% comparing to 2021;
- Using less pigments and inks;
- Improving box design to reduce cardboard; promoting materials compatibility; using reusable stainless steel ecobulks to transport products between factories, amongst other measures.

ECO_X, A SECOND LIFE FOR USED COOKING OILS (UCO) / Through our participation in Eco_X, we support the production of 100% biodegradable liquid soaps, using UCOs as raw material. In 2022, we began using these products in Barreiro factory and Marmelo mill, and we have started involving our customers in this transition.

0.89 GJ/€

thousands of economic value generated

(-28% compared to 2021)

0.72 t CO₂e/€

thousand economic value generated

(-17% compared to 2021)

94%

Indirect emissions along the value chain

(from a total of 1,329 kton CO₂e)

98 kt CO₂e

Carbon sink

94%

of waste produced was given a second life





FOSTER EMPLOYEE DEVELOPMENT AND CONNECTION

We are dedicated to ensuring work-life balance, active listening, caring, transparency, inclusivity, and diversity for the growth and well-being of our people.

OUR TARGETS AND PROGRESS

KPIs	2022 performance	Progress compared to 2021	2023 Goal
efr Certification for Portugal (pilot)	100%	—	100% (2022)
% increase in total training hours	117%	-28 p.p.*	15%
% of employees with access to the Employee Assistance programme	60%	+6 p.p.	100%

* Our target for 2022 was an increase of 10%, compared to 2020. We far exceeded the goal.

EFR (FAMILY RESPONSIBLE COMPANY) CERTIFICATION IN PORTUGAL / efr certification demonstrates our commitment to promoting work-life balance, as well as contributing to work quality, equal opportunities, diversity, personal and professional development, health, and well-being.



	Quality at work	Family support	Personal and professional development	Temporal and spatial flexibility	Equal Opportunity
efr measures	24	10	10	2	1

TRAINING / We want to inspire our people to grow within the company and improve the efficiency and quality of their work through our training programme. During 2022, over 12,500 hours of training were made available, including Technical Management, Languages and Market training.

SOVENA DAYS / Continued in 2022 with a total of seven editions, extended to Spain for the first time, this educational programme, has a teambuilding approach, that aims to bring our people closer together by improving knowledge about our activities, specific business areas, production sites and products.

TEMPORAL AND SPATIAL FLEXIBILITY / Being aware that flexible working is an important measure for work-life balance, we published our Remote Work Policy that allows our people to work off-site if appropriate for the position.





ENGAGE AND ENERGISE THE LOCAL ECOSYSTEM

We want to grow closer to the communities in which we operate, promoting local resilience and development, value chain prosperity, farmers' engagement, clients' trust, and community support.

OUR TARGETS AND PROGRESS

KPIs	2022 Performance	Progress compared to 2021	2023 Goal
Number of municipalities covered by projects in rural areas (Portugal + Spain)	5	+3	4
Number of social businesses accelerated in the Revoa Project	6	+6	7
Number of farmers involved in the Oleoprecisión application	178	+108	500

PROFESSIONAL EDUCATION / Sovena partnered with Amélia de Mello Foundation to deliver a programme that leverages technical and specialised skills in young students, focusing on agricultural and industrial areas where Sovena operates.

3

local professional and technical schools

3

Scholarships

6

Prizes awarded

3

Sovena internships

Through the Agriculture Lab of PRO_MOV initiative, Sovena participated in the development of a new training programme focused on business needs and offered practical training internships for students.

9 SCHOLARSHIPS FOR GRADUATE AND MASTER'S PROGRAMS

TO EMPLOYEES AND THEIR CHILDREN / For the past six years, Sovena has collaborated with Amélia de Mello Foundation to grant scholarships, in Portugal and Spain.

PROTOCOLS WITH UNIVERSITIES / We renewed our protocols with universities to support master's students in the development of their thesis, as well as providing internships at Sovena. With this cooperation, we challenge graduate students to incorporate sustainability topics into their research work.



DRIVING EXPERIMENT AND DEVELOPING TOOLS FOR FARMERS / Recognising the importance of promoting good agricultural practices that enhance farmers' profitability, Sovena promotes studies, training and partnership opportunities.

- **OleoColza Project** – We have been evaluating the impact of different varieties towards the production capacity of vegetable oil in Alentejo and Ribatejo regions (Portugal), as a rotation crop. During 2022, several field trips and training sessions with farmers were conducted.
- **Oleoprecisión Project** – We lead an oilseed cultivation innovation project in Spain. In 2022, 595 farmers received training on new techniques aiming greater productivity, profitability, and climate adaptation. We raised the app number of users from 70 to 178.

REVOA PROJECT SUPPORTS INNOVATIVE SOCIAL BUSINESSES AND ENTREPRENEURS / Since 2021, innovative social businesses and entrepreneurs working in food security projects in North-eastern Brazil, have been accelerated by funding from 100% of the profit from the Revoa Project's Andorinha olive oil. This year, we provided training, mentoring, networking, and events to six social businesses and start-ups, giving access to tested and validated solutions, helping to improve their business maturity and sustainability.





ENCOURAGE INFORMED FOOD CHOICES AND DIVERSE DIETS

We are committed to promoting a sustainable food system by encouraging the adoption of diverse and healthy diets and ensuring the quality of our products and brand innovation.

OUR TARGETS AND PROGRESS

KPIs	2022 Performance	Progress compared to 2021	2023 Goal
% of employees with access to the Nutrition Programme	45%*1	+5 p.p.	100%
Number of contacted professionals in the Nutritionists and Doctors programme in Brazil	1,386	+75	1,376

* 1 – See Nutritional Consulting topic in the Foster employee development and connection section.

ANDORINHA OPENED DOORS FOR IMMERSIVE EXPERIENCES AND USED AUGMENTED REALITY FOR CONSUMERS / Both initiatives aimed to increase awareness of olive oil as a healthy food. Casa Andorinha opened its doors for one month, operating as a restaurant and shop with immersive experiences in São Paulo, Brazil. A pioneering campaign using augmented reality (AR) technology was also developed to disclose information to consumers in supermarkets all over Brazil.

MEETINGS WITH MEDICAL PROFESSIONALS TO REINFORCE THE BENEFITS AND ATTRIBUTES OF OLIVE OIL / Through Andorinha, Sovena continues to promote these meetings to disseminate information and knowledge about olive oil. In 2022, paediatricians and nutritionists were added to the list of professionals.





GROWING CLOSER IS GROWING STRONGER



ABOUT THE DOCUMENT

This is the 2022 Sustainability Summary of Sovena 2022 Sustainability Report, as published by Nutrinveste, for Sovena Group and Nutrifarms, referred in the report to as Sovena. The report highlights the economic, social and environmental impacts of Sovena's activities, selected through a materiality process, with input from our key stakeholders, and the progress made towards implementing our sustainability strategy.

The complete 2022 Sustainability Report and previous reports are available online [here](#).

TITLE: Sovena 2022 Sustainability Report – Growing Closer
PROPERTY: Sovena
DEPARTMENT: Sustainability
CONSULTANTS: Sair da Casca – Consultoria em Desenvolvimento Sustentável
ART DIRECTION AND PRODUCTION: Born
DATE OF PUBLICATION: May 2023
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