

2021 Sustainability Report

Content index required under Law 11/2018 and Global Reporting Initiative

GRI 102 - GENERAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING		LOCATION OR COMMENT																																																																																																																																																																																																																																							
ORGANIZATIONAL PROFILE																																																																																																																																																																																																																																											
102-1	Name of the organization			Sovena Group, S.A subsidiaries (Sovena Oilseeds Portugal, Sovena Consumer Goods Portugal, Biocolza, Sovena Oils Seeds Spain, Sovena Spain, Monteolivo, Industrias San Pedro, Agropuro, Sovena USA, Sovena Brazil, Sovena MENA, Sovena Italia) and Nutrifarms S.A. [SOVENA]																																																																																																																																																																																																																																							
102-2	Activities, brands, products, and services	Description of the group's business model		“Leading family-owned company, committed to the future of food”, “Relevant worldwide presence”, “Purposeful brands” https://www.sovenagroup.com/en/brands-and-products/our-products/ https://www.sovenagroup.com/en/our-world/operating-segments/ https://www.sovenagroup.com/en/our-world/who-we-are/ https://www.sovenagroup.com/en/our-world/operating-segments/sales/																																																																																																																																																																																																																																							
102-3	Location of headquarters			Rua Dr. António Loureiro Borges, nº 2. Edifício Arquiparque 1495-131 Algés, Portugal																																																																																																																																																																																																																																							
102-4	Location of operations	Description of the group's business model		“Relevant worldwide presence” https://www.sovenagroup.com/en/our-world/who-we-are/ https://www.sovenagroup.com/en/brands-and-products/our-products/ https://www.sovenagroup.com/en/our-world/operating-segments/sales/																																																																																																																																																																																																																																							
102-5	Ownership and legal form			“Leading family-owned company, committed to the future of food” Sovena Group, SA subsidiaries and Nutrifarms S.A., both 100% owned by Nutrinveste SGPS																																																																																																																																																																																																																																							
102-6	Markets served	Description of the group's business model		“Leading family-owned company, committed to the future of food”, “Relevant worldwide presence”, “Purposeful brands” https://www.sovenagroup.com/en/our-world/operating-segments/sales/ https://www.sovenagroup.com/en/our-world/who-we-are/ https://www.sovenagroup.com/en/brands-and-products/our-products/																																																																																																																																																																																																																																							
102-7	Scale of the organization	Description of the group's business model		“Leading family-owned company, committed to the future of food”, “Relevant worldwide presence”, “Purposeful brands” https://www.sovenagroup.com/en/brands-and-products/our-products/ https://www.sovenagroup.com/en/our-world/operating-segments/																																																																																																																																																																																																																																							
102-8	Information on employees and other workers	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		Consolidated for all companies: <table><tr><th rowspan="2"></th><th colspan="3">2020</th><th colspan="3">2021</th><th rowspan="2"></th><th colspan="3">2020</th><th colspan="3">2021</th></tr><tr><th>M</th><th>F</th><th>Total</th><th>M</th><th>F</th><th>Total</th><th>M</th><th>F</th><th>Total</th><th>M</th><th>F</th><th>Total</th></tr><tr><td colspan="7">Employment contract</td><td colspan="7">Employment Type</td></tr><tr><td>Permanent</td><td>640</td><td>238</td><td>878</td><td>730</td><td>270</td><td>1000</td><td>Part-time</td><td>87</td><td>16</td><td>103</td><td>6</td><td>16</td><td>22</td></tr><tr><td>Executives</td><td>-</td><td>-</td><td>-</td><td>4</td><td>1</td><td>5</td><td>Executives</td><td>-</td><td>-</td><td>-</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Directors</td><td>-</td><td>-</td><td>-</td><td>28</td><td>7</td><td>35</td><td>Directors</td><td>-</td><td>-</td><td>-</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Managers</td><td>-</td><td>-</td><td>-</td><td>90</td><td>45</td><td>135</td><td>Managers</td><td>-</td><td>-</td><td>-</td><td>0</td><td>1</td><td>1</td></tr><tr><td>Professionals</td><td>-</td><td>-</td><td>-</td><td>150</td><td>116</td><td>266</td><td>Professionals</td><td>-</td><td>-</td><td>-</td><td>1</td><td>10</td><td>11</td></tr><tr><td>Assistants and operators</td><td>-</td><td>-</td><td>-</td><td>458</td><td>101</td><td>559</td><td>Assistants and operators</td><td>-</td><td>-</td><td>-</td><td>5</td><td>5</td><td>10</td></tr><tr><td>Fixed Term</td><td>114</td><td>59</td><td>173</td><td>47</td><td>21</td><td>68</td><td>Full-time</td><td>657</td><td>291</td><td>948</td><td>771</td><td>275</td><td>1046</td></tr><tr><td>Executives</td><td>-</td><td>-</td><td>-</td><td>0</td><td>0</td><td>0</td><td>Executives</td><td>-</td><td>-</td><td>-</td><td>4</td><td>1</td><td>5</td></tr><tr><td>Directors</td><td>-</td><td>-</td><td>-</td><td>0</td><td>0</td><td>0</td><td>Directors</td><td>-</td><td>-</td><td>-</td><td>28</td><td>7</td><td>35</td></tr><tr><td>Managers</td><td>-</td><td>-</td><td>-</td><td>0</td><td>1</td><td>1</td><td>Managers</td><td>-</td><td>-</td><td>-</td><td>90</td><td>45</td><td>135</td></tr><tr><td>Professionals</td><td>-</td><td>-</td><td>-</td><td>7</td><td>15</td><td>22</td><td>Professionals</td><td>-</td><td>-</td><td>-</td><td>156</td><td>121</td><td>277</td></tr><tr><td>Assistants and operators</td><td>-</td><td>-</td><td>-</td><td>40</td><td>5</td><td>45</td><td>Assistants and operators</td><td>-</td><td>-</td><td>-</td><td>493</td><td>101</td><td>594</td></tr><tr><td>Total</td><td>754</td><td>297</td><td>1051</td><td>777</td><td>291</td><td>1068</td><td>Total</td><td>744</td><td>307</td><td>1051</td><td>777</td><td>291</td><td>1068</td></tr></table>											2020			2021				2020			2021			M	F	Total	M	F	Total	M	F	Total	M	F	Total	Employment contract							Employment Type							Permanent	640	238	878	730	270	1000	Part-time	87	16	103	6	16	22	Executives	-	-	-	4	1	5	Executives	-	-	-	0	0	0	Directors	-	-	-	28	7	35	Directors	-	-	-	0	0	0	Managers	-	-	-	90	45	135	Managers	-	-	-	0	1	1	Professionals	-	-	-	150	116	266	Professionals	-	-	-	1	10	11	Assistants and operators	-	-	-	458	101	559	Assistants and operators	-	-	-	5	5	10	Fixed Term	114	59	173	47	21	68	Full-time	657	291	948	771	275	1046	Executives	-	-	-	0	0	0	Executives	-	-	-	4	1	5	Directors	-	-	-	0	0	0	Directors	-	-	-	28	7	35	Managers	-	-	-	0	1	1	Managers	-	-	-	90	45	135	Professionals	-	-	-	7	15	22	Professionals	-	-	-	156	121	277	Assistants and operators	-	-	-	40	5	45	Assistants and operators	-	-	-	493	101	594	Total	754	297	1051	777	291	1068	Total	744	307	1051	777	291	1068
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NOTES: M – Male F – Female 2021 was the first year reported by job category																																																																																																																																																																																																																																											

NOTES:
M – Male
F – Female

2021 was the first year reported by job category



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102-8 Information on employees and other workers

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.

Companies in Spain:

Sovena Oilseeds Spain

	2020			2021		
	M	F	Total	M	F	Total
Employment contract						
Permanent	68	15	83	86	22	108
Executives	-	-	-	0	0	0
Directors	-	-	-	0	0	0
Managers	-	-	-	9	2	11
Professionals	-	-	-	14	5	19
Assistants and operators	-	-	-	63	15	78
Fixed Term	27	14	41	9	3	12
Executives	-	-	-	0	0	0
Directors	-	-	-	0	0	0
Managers	-	-	-	0	0	0
Professionals	-	-	-	0	0	0
Assistants and operators	-	-	-	9	3	12
Total	95	29	124	95	25	120

	2020			2021		
	M	F	Total	M	F	Total
Employment Type						
Part-time	3	4	7	6	6	12
Executives	-	-	-	0	0	0
Directors	-	-	-	0	0	0
Managers	-	-	-	0	1	1
Professionals	-	-	-	1	3	4
Assistants and operators	-	-	-	5	2	7
Full-time	92	25	117	89	19	108
Executives	-	-	-	0	0	0
Directors	-	-	-	0	0	0
Managers	-	-	-	9	1	10
Professionals	-	-	-	13	2	15
Assistants and operators	-	-	-	67	16	83
Total	95	29	124	95	25	120

Sovena Spain

	2020			2021		
	M	F	Total	M	F	Total
Employment contract						
Permanent	145	64	209	187	79	266
Executives	-	-	-	1	0	1
Directors	-	-	-	7	1	8
Managers	-	-	-	16	4	20
Professionals	-	-	-	30	39	69
Assistants and operators	-	-	-	133	35	168
Fixed Term	45	22	67	0	2	2
Executives	-	-	-	0	0	0
Directors	-	-	-	0	0	0
Managers	-	-	-	0	0	0
Professionals	-	-	-	0	2	2
Assistants and operators	-	-	-	0	0	0
Total	190	86	276	187	81	268

	2020			2021		
	M	F	Total	M	F	Total
Employment Type						
Part-time	0	4	4	0	10	10
Executives	-	-	-	0	0	0
Directors	-	-	-	0	0	0
Managers	-	-	-	0	0	0
Professionals	-	-	-	0	7	7
Assistants and operators	-	-	-	0	3	3
Full-time	190	82	272	187	71	258
Executives	-	-	-	1	0	1
Directors	31	26	57	7	1	8
Managers	-	-	-	16	4	20
Professionals	-	-	-	30	34	64
Assistants and operators	-	-	-	133	32	165
Total	221	112	333	187	81	268

NOTES:
M – Male
F – Female

2021 was the first year reported by job category



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Employment: Total number and breakdown of employees by gender, age, country and job category.
Total number and breakdown of types of employment contracts.
Average annual number of permanent, temporary, and part-time contracts by gender, age and job category.

Companies in Spain:

Industrias
San Pedro

	2020			2021		
	M	F	Total	M	F	Total
Employment contract						
Permanent	1	0	1	1	0	1
Executives	-	-	-	0	0	0
Directors	-	-	-	0	0	0
Managers	-	-	-	0	0	0
Professionals	-	-	-	0	0	0
Assistants and operators	-	-	-	1	0	1
Fixed Term	0	0	0	0	0	0
Executives	-	-	-	0	0	0
Directors	-	-	-	0	0	0
Managers	-	-	-	0	0	0
Professionals	-	-	-	0	0	0
Assistants and operators	-	-	-	0	0	0
Total	1	0	1	1	0	1

	2020			2021		
	M	F	Total	M	F	Total
Employment Type						
Part-time	0	0	0	0	0	0
Executives	-	-	-	0	0	0
Directors	-	-	-	0	0	0
Managers	-	-	-	0	0	0
Professionals	-	-	-	0	0	0
Assistants and operators	-	-	-	0	0	0
Full-time	1	0	1	1	0	1
Executives	-	-	-	0	0	0
Directors	-	-	-	0	0	0
Managers	-	-	-	0	0	0
Professionals	-	-	-	0	0	0
Assistants and operators	-	-	-	1	0	1
Total	1	0	1	1	0	1

Monteolivo

	2020			2021		
	M	F	Total	M	F	Total
Employment contract						
Permanent	3	0	3	4	1	5
Executives	-	-	-	0	0	0
Directors	-	-	-	0	0	0
Managers	-	-	-	1	0	1
Professionals	-	-	-	1	0	1
Assistants and operators	-	-	-	2	1	3
Fixed Term	1	1	2	0	0	0
Executives	-	-	-	0	0	0
Directors	-	-	-	0	0	0
Managers	-	-	-	0	0	0
Professionals	-	-	-	0	0	0
Assistants and operators	-	-	-	0	0	0
Total	4	1	5	4	1	5

	2020			2021		
	M	F	Total	M	F	Total
Employment Type						
Part-time	0	0	0	0	0	0
Executives	-	-	-	0	0	0
Directors	-	-	-	0	0	0
Managers	-	-	-	0	0	0
Professionals	-	-	-	0	0	0
Assistants and operators	-	-	-	0	0	0
Full-time	4	1	5	4	1	5
Executives	-	-	-	0	0	0
Directors	-	-	-	0	0	0
Managers	-	-	-	1	0	1
Professionals	-	-	-	1	0	1
Assistants and operators	-	-	-	2	1	3
Total	4	1	5	4	1	5

NOTES:
M – Male
F – Female

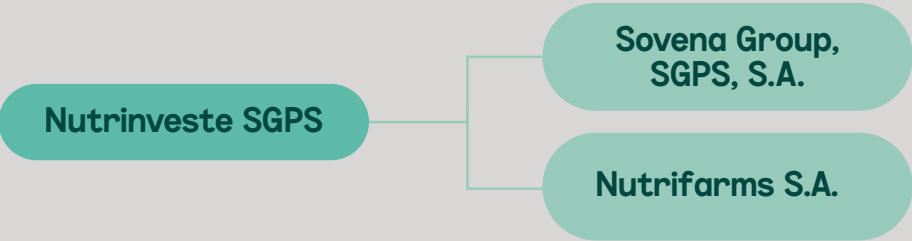
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102-8	Information on employees and other workers	Employment: Total number and breakdown of employees by gender, age, country and job category.	Companies in Spain: Agropro <table><tr><th></th><th colspan="3">2020</th><th colspan="3">2021</th></tr><tr><th>M</th><th>F</th><th>Total</th><th>M</th><th>F</th><th>Total</th></tr><tr><td colspan="6">Employment contract</td></tr><tr><td>Permanent</td><td>0</td><td>0</td><td>0</td><td>10</td><td>6</td><td>16</td></tr><tr><td>Executives</td><td>-</td><td>-</td><td>-</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Directors</td><td>-</td><td>-</td><td>-</td><td>1</td><td>0</td><td>1</td></tr><tr><td>Managers</td><td>-</td><td>-</td><td>-</td><td>4</td><td>0</td><td>4</td></tr><tr><td>Professionals</td><td>-</td><td>-</td><td>-</td><td>5</td><td>1</td><td>6</td></tr><tr><td>Assistants and operators</td><td>-</td><td>-</td><td>-</td><td>0</td><td>5</td><td>5</td></tr><tr><td>Fixed Term</td><td>0</td><td>0</td><td>0</td><td>1</td><td>0</td><td>1</td></tr><tr><td>Executives</td><td>-</td><td>-</td><td>-</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Directors</td><td>-</td><td>-</td><td>-</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Managers</td><td>-</td><td>-</td><td>-</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Professionals</td><td>-</td><td>-</td><td>-</td><td>1</td><td>0</td><td>1</td></tr><tr><td>Assistants and operators</td><td>-</td><td>-</td><td>-</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Total</td><td>0</td><td>0</td><td>0</td><td>11</td><td>6</td><td>17</td></tr></table> <table><tr><th></th><th colspan="3">2020</th><th colspan="3">2021</th></tr><tr><th></th><th>M</th><th>F</th><th>Total</th><th>M</th><th>F</th><th>Total</th></tr><tr><td colspan="6">Employment Type</td></tr><tr><td>Part-time</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Executives</td><td>-</td><td>-</td><td>-</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Directors</td><td>-</td><td>-</td><td>-</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Managers</td><td>-</td><td>-</td><td>-</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Professionals</td><td>-</td><td>-</td><td>-</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Assistants and operators</td><td>-</td><td>-</td><td>-</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Full-time</td><td>0</td><td>0</td><td>0</td><td>11</td><td>6</td><td>17</td></tr><tr><td>Executives</td><td>-</td><td>-</td><td>-</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Directors</td><td>-</td><td>-</td><td>-</td><td>1</td><td>0</td><td>1</td></tr><tr><td>Managers</td><td>-</td><td>-</td><td>-</td><td>4</td><td>0</td><td>4</td></tr><tr><td>Professionals</td><td>-</td><td>-</td><td>-</td><td>6</td><td>1</td><td>7</td></tr><tr><td>Assistants and operators</td><td>-</td><td>-</td><td>-</td><td>0</td><td>5</td><td>5</td></tr><tr><td>Total</td><td>0</td><td>0</td><td>0</td><td>11</td><td>6</td><td>17</td></tr></table> NOTES: M – Male F – Female 2021 was the first year reported by job category												2020			2021			M	F	Total	M	F	Total	Employment contract						Permanent	0	0	0	10	6	16	Executives	-	-	-	0	0	0	Directors	-	-	-	1	0	1	Managers	-	-	-	4	0	4	Professionals	-	-	-	5	1	6	Assistants and operators	-	-	-	0	5	5	Fixed Term	0	0	0	1	0	1	Executives	-	-	-	0	0	0	Directors	-	-	-	0	0	0	Managers	-	-	-	0	0	0	Professionals	-	-	-	1	0	1	Assistants and operators	-	-	-	0	0	0	Total	0	0	0	11	6	17		2020			2021				M	F	Total	M	F	Total	Employment Type						Part-time	0	0	0	0	0	0	Executives	-	-	-	0	0	0	Directors	-	-	-	0	0	0	Managers	-	-	-	0	0	0	Professionals	-	-	-	0	0	0	Assistants and operators	-	-	-	0	0	0	Full-time	0	0	0	11	6	17	Executives	-	-	-	0	0	0	Directors	-	-	-	1	0	1	Managers	-	-	-	4	0	4	Professionals	-	-	-	6	1	7	Assistants and operators	-	-	-	0	5	5	Total	0	0	0	11	6	17
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102-9	Supply chain		“Leading family-owned company, committed to the future of food”, “Produce food in a sustainable way” https://www.sovenagroup.com/en/brands-and-products/our-products/																																																																																																																																																																																																																																							
102-10	Significant changes to the organization and its supply chain		“About this report” “Leading family-owned company, committed to the future of food”																																																																																																																																																																																																																																							
102-11	Precautionary Principle or approach	Description of the group’s policies, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken.	Sovena believes that responsible behaviour 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.																																																																																																																																																																																																																																							
102-12	External initiatives		Ellen Macarthur Foundation’s “The New Plastics Economy Global Commitment”; Act4nature, Business Council for Sustainable Development; Water Management Pact, Rumo COP26 Manifesto, BCSD; Unidos Contra o Desperdício, Pacto para a Gestão da Água																																																																																																																																																																																																																																							



GRI 102 - GENERAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT
ORGANIZATIONAL PROFILE			
102-13	Membership of associations	Relations maintained with local community agents and arrangements for dialogue with them; partnership or sponsorship actions.	Olive Oil: ANIERAC (ES); ASEOGRA (ES); ASOLIVA (ES); Casa do Azeite (PT); International Olive Oil Council; Interaceituna (ES); North American Olive Oil Association (USA); Oliva (Brasil); ORIVA (ES) Oilseeds: ACICO; AFOEX; ASEMESA; FEDIOL Associação de proprietários e Beneficiários do Empreendimento de Fins Múltiplos do Alqueva; Associação de Olivicultores da Região de Elvas; Agrotejo; Olivum – Associação de Olivicultores do Sul AECOC (ES); Association Food Industry (USA); ANIGOM (PT); Federação das Indústrias Portuguesas Agro- Alimentares (PT); LANDALUZ (ES) IBET – Instituto de Biologia Experimental e Tecnológica (PT) Associação Portuguesa de Produtores de Biocombustíveis (PT) APEQ – Associação Portuguesa de Empresas Químicas (PT); American Oil Chemist Society (USA) Associação Comercial de Lisboa; Câmara de Comércio e Indústria Luso-Espanhola; Câmara de Comércio Portuguesa em São Paulo; US Portuguese Chamber of Commerce; US Spain Chamber of Commerce APAN – Associação Portuguesa de Anunciantes Centromarca – Associação Portuguesa de Empresas de Produtos de Marca Sociedade Ponto Verde Business Council for Sustainable Development (BCSD) Portugal
STRATEGY			
102-14	Statement from senior decision-maker		"Message from the CEO"
KEY IMPACTS, RISKS, AND OPPORTUNITIES			
102-15		The main risks related to those issues that are associated with the activities of the group (...) Information on the current and foreseeable effects of the company's activities on the environment and where appropriate, health and safety Climate change: measures adopted to adapt to the consequences of climate change	Materiality assessment Our main impacts were assessed in our 2020 footprint calculation (available in our 2020 sustainability report) Based on the results, and after an internal analysis, we defined a plan to guarantee a 30% reduction on our scope 1 and 2 carbon emissions.

GRI 102 - GENERAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT
ETHICS AND INTEGRITY			
102-16	Values, principles, standards, and norms of behaviour	Description of the group's policies, including the due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts and verification and control, including the measures taken.	Values and principles Group Policies : Quality and Food Safety Policy, Environmental Policy, Purchasing Policy
MECHANISMS FOR ADVICE AND CONCERNS ABOUT ETHICS			
102-17	Mechanisms for advice and concerns about ethics	Consumers: measures for consumer health and safety, claims systems, complaints received and their resolution. Reporting of human rights violations.	There is a communication channel, with no incidence. The procedure is described in the Code of Ethics. Code of Ethics and Conduct
GOVERNANCE			
102-18	Governance structure		 <pre>graph LR; A[Nutrinveste SGPS] --- B[Sovena Group, SGPS, S.A.]; A --- C[Nutrifarms S.A.]</pre>

GRI 102 - GENERAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT
STAKEHOLDER ENGAGEMENT			
102-30	Effectiveness of risk management processes	The main risks related to those issues that are associated with the activities of the group (...) Detailed information on the certification procedures	Materiality assessment Code of Ethics and Conduct All the factories have a risk management for environment and other topics, see Certifications table in this document. There is a committed to Human Rights in our Code of Ethics, but we do not yet have a Human Rights or Due Diligence Policy.
102-31	Review of economic, environmental, and social topics	Information on the current and foreseeable effects of the company's activities on the environment and where appropriate, health and safety	Materiality assessment
102-35	Remuneration policies	A 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.	Sovena doesn't have a formally published Policy, but our commitment (in alignment with the International Labour Organization) is reflected in our Code of Ethics (page 22).
102-36	Process for determining remuneration		Not reported since there is no minimum number of people for all categories to maintain confidentiality

GRI 102 - GENERAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT																																																																					
STAKEHOLDER ENGAGEMENT																																																																								
102-40	List of stakeholder groups		Customers; Community; Employees; Investors; Suppliers.																																																																					
102-41	Collective bargaining agreements	Social relations: organisation of social dialogue including procedures for informing, consulting, and negotiating with staff; the percentage of employees covered by collective agreements by country; assessment of collective agreements, particularly in the field of health and safety at work.	100% of the employees are covered by collective bargaining agreements.																																																																					
102-42	Identifying and selecting stakeholders		For the process of stakeholder’s identification, the main criteria considered was responsibility, influence and dependence over the Sovena. See 2020 Sustainability Report pages 42 and 43.																																																																					
102-43	Approach to stakeholder engagement	The relations maintained with local community agents and arrangements for dialogue with them, partnership or sponsorship actions.	See 2020 Sustainability Report pages 42 and 43. <table><tr><th>COMMUNITY</th><th>CUSTOMERS</th><th>EMPLOYEES</th><th>INVESTORS</th><th>SUPPLIERS</th></tr><tr><td>Partnerships</td><td>FEED magazine</td><td>Sovena News</td><td>General Assembly</td><td>Evaluation of Suppliers</td></tr><tr><td>Donations and sponsorship</td><td>Mail</td><td>FEED magazine</td><td>Board meetings</td><td>Frequent meetings and contacts</td></tr><tr><td>Participations in events</td><td>Evaluation of customer satisfaction</td><td>Intranet</td><td>Follow-up meetings</td><td>Partnerships</td></tr><tr><td>Workgroups</td><td>Open door Policy</td><td>Annual Staff Meeting</td><td>Annual Report & Accounts</td><td>Stakeholders’ consultation on sustainability</td></tr><tr><td>Press releases</td><td>Complaints</td><td>Performance evaluation</td><td>Stakeholders’ consultation on sustainability</td><td>Sustainability Report</td></tr><tr><td>Stakeholders’ consultation on sustainability</td><td>Participations in sector events</td><td>Follow-up meeting</td><td>Sustainability Report</td><td>Corporate website</td></tr><tr><td>Sustainability Report</td><td>Hotline Customer</td><td>Cultural and sports activities</td><td>Corporate website</td><td></td></tr><tr><td>Corporate website</td><td>Support</td><td>Sovena Principles and Policies</td><td></td><td></td></tr><tr><td></td><td>Stakeholders consultation on sustainability</td><td>Stakeholders’ consultation on sustainability</td><td></td><td></td></tr><tr><td></td><td>Sustainability Report</td><td>Sustainability Report</td><td></td><td></td></tr><tr><td></td><td>Visits to plants</td><td>Corporate website</td><td></td><td></td></tr><tr><td></td><td>Corporate website</td><td></td><td></td><td></td></tr></table>					COMMUNITY	CUSTOMERS	EMPLOYEES	INVESTORS	SUPPLIERS	Partnerships	FEED magazine	Sovena News	General Assembly	Evaluation of Suppliers	Donations and sponsorship	Mail	FEED magazine	Board meetings	Frequent meetings and contacts	Participations in events	Evaluation of customer satisfaction	Intranet	Follow-up meetings	Partnerships	Workgroups	Open door Policy	Annual Staff Meeting	Annual Report & Accounts	Stakeholders’ consultation on sustainability	Press releases	Complaints	Performance evaluation	Stakeholders’ consultation on sustainability	Sustainability Report	Stakeholders’ consultation on sustainability	Participations in sector events	Follow-up meeting	Sustainability Report	Corporate website	Sustainability Report	Hotline Customer	Cultural and sports activities	Corporate website		Corporate website	Support	Sovena Principles and Policies				Stakeholders consultation on sustainability	Stakeholders’ consultation on sustainability				Sustainability Report	Sustainability Report				Visits to plants	Corporate website				Corporate website			
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102-44	Key topics and concerns raised	The main risks related to those issues that are associated with the activities of the group.	For information on this topics see here																																																																					

GRI 102 - GENERAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT
REPORTING PRACTICE			
102-45	Entities included in the consolidated financial statements		"About this report"
102-46	Defining report content and topic Boundaries		"About this report"
102-47	List of material topics		Materiality assessment
102-48	Restatements of information		"About this report"
102-49	Changes in reporting		"About this report"
102-50	Reporting period		"About this report"
102-51	Date of most recent report		Sustainability Report 2020
102-52	Reporting cycle		Annual
102-53	Contact point for questions regarding the report		"About this report"
102-54	Claims of reporting in accordance with the GRI Standards		"About this report"
102-55	GRI content index		Present index
102-56	External assurance		Independent assurance report included in this document

GRI 200 – ECONOMIC DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING		LOCATION OR COMMENT					
GRI 201 – ECONOMIC PERFORMANCE									
201-1	Direct economic value generated and distributed			2020	2021		2020	2021	
			Direct economic value generated (€ thousand)	1,093,741	1,335,678	Employee wages (€ thousand)	46,266	46,266	
			Net turnover (€ thousand)	1,071,874	1,293,013	Payments to providers of capital (€ thousand)	7,565	6,748	
			Financial income (€ thousand)	566	365	Income tax (€ thousand)	-3,173	11,104	
			Other incomes (€ thousand)	21,301	42,300	Community Investment (€ thousand)	11,907	8,851	
			Economic value distributed (€ thousand)	1,082,652	1,304,094	Other (€ thousand)	0	0	
			Consumption of goods (€ thousand)	836,027	1,101,023	Economic value retained (€ thousand)	11,090	31,584	
			Operating costs (€ thousand)	184,059	130,101				
201-2	Financial implications and other risks and opportunities due to climate change	The main risks related to those issues that are associated with the activities of the group Climate change: measures adopted to adapt to the consequences of climate change	Materiality assessment						
			Information on the measures adopted to adapt to the consequences of climate change is not systematized.						
201-4	Financial assistance received from government	Public subsidies received.	Total monetary value of financial assistance received by the organization from any government						
				2020	2021				
			Sovena Group	Investment grants, research and development grants, and other relevant types of grant	2,475	0			
			Total		2,475	0			
			Sovena Spain	Tax relief and tax credits	45	0			
				Investment grants, research and development grants, and other relevant types of grant	314	0			
				Total	359	0			
			Sovena Consumer Goods Portugal	Subsidies	59	0			
				Investment grants, research and development grants, and other relevant types of grant	197	0			
				Total	257	0			
			Sovena Oilseeds Spain	Total	0	0			
			Sovena Oilseeds Portugal	Total	0	0			
			Sovena MENA	Total	0	0			
			Sovena USA	Tax relief and tax credits	40	0			
				Total	40	0			
			Nutrifarms	Subsidies	1,143	1,412			
			Total		1,143	1,412			
			Monteolivo	Total	0	0			
			Industrias San Pedro	Total	0	0			
			Sovena Brazil	Total	0	0			
			Agropro	Total	0	0			

GRI 200 – ECONOMIC DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT																																														
GRI 202 – MARKET PRESENCE																																																	
103	Management approach	Remuneration for equal or average positions in the company. The impact of society’s activity on employment and local development.	Sovena operates in several countries and in each seeks to have a positive contribution to economic development in local areas, namely through local hiring.																																														
202-1	Ratios of standard entry level wage by gender compared to local minimum wage		Between 1 and 1,9, according to location; the same ratio by gender per location.																																														
202-2	Proportion of senior management hired from the local community		Not applicable, because there were no senior management hired during 2021.																																														
GRI 204 – PROCUREMENT PRACTICES																																																	
103	Management approach	The company’s commitment to sustainable development: the impact of society’s activity on employment and local development; impact of the company’s operations on local populations and the territory; the relations maintained with local community agents and arrangements for dialogue with them; partnership or sponsorship actions.	“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		<table><tr><th></th><th>2020</th><th>2021</th></tr><tr><td>Sovena Spain – Brenes Plant</td><td>78%</td><td>84%</td></tr><tr><td>Sovena Consumer Goods Portugal – Barreiro Plant</td><td>83%</td><td>81%</td></tr><tr><td>Sovena Oilseeds Spain – Andújar Plant</td><td>82%</td><td>59%</td></tr><tr><td>Sovena Oilseeds Portugal – Almada Plant</td><td>42%</td><td>37%</td></tr><tr><td>Sovena Spain – Plasencia Plant</td><td>98%</td><td>98%</td></tr><tr><td>Sovena MENA [Tunisia]</td><td>100%</td><td>100%</td></tr><tr><td>Sovena USA</td><td>100%</td><td>63%</td></tr><tr><td>Nutrifarms</td><td>87%</td><td>88%</td></tr><tr><td>Monteolivo</td><td>100%</td><td>100%</td></tr><tr><td>Industrias San Pedro</td><td>100%</td><td>100%</td></tr><tr><td>Sovena Brazil</td><td>N.A.</td><td>N.A.</td></tr><tr><td>Biocolza</td><td>0%</td><td>8%</td></tr><tr><td>Agopro</td><td>N.R.</td><td>100%</td></tr><tr><td>Sovena Headquarters</td><td>N.A.</td><td>N.A.</td></tr></table>				2020	2021	Sovena Spain – Brenes Plant	78%	84%	Sovena Consumer Goods Portugal – Barreiro Plant	83%	81%	Sovena Oilseeds Spain – Andújar Plant	82%	59%	Sovena Oilseeds Portugal – Almada Plant	42%	37%	Sovena Spain – Plasencia Plant	98%	98%	Sovena MENA [Tunisia]	100%	100%	Sovena USA	100%	63%	Nutrifarms	87%	88%	Monteolivo	100%	100%	Industrias San Pedro	100%	100%	Sovena Brazil	N.A.	N.A.	Biocolza	0%	8%	Agopro	N.R.	100%	Sovena Headquarters	N.A.
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Sovena Headquarters	N.A.	N.A.																																															

GRI 200 – ECONOMIC DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT
GRI 205 - ANTI-CORRUPTION			
103	Management approach	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. Measures to prevent corruption and bribery: measures to combat money laundering; contributions to foundations and non-profit organisations.	Code of Ethics and Conduct
205-1	Operations assessed for risks related to corruption	Measures to prevent corruption and bribery: measures to combat money laundering; contributions to foundations and non-profit organisations.	All operations assessed for risks related to corruption.
205-2	Communication and training about anti-corruption policies and procedures		Sovena anti-corruption policies and procedures have been communicated to all employees and governance body members. Training on this topics is envisaged to next year.
205-3	Confirmed incidents of corruption and actions taken		Zero confirmed incidents of corruption.

GRI 200 – ECONOMIC DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING		LOCATION OR COMMENT					
GRI 207 – TAX									
207-4	Country-by-country reporting	Tax information: profits obtained country by country; taxes on profits paid.	Sovena Group	Primary activities of the organization	2021		Sovena Consumer Goods Portugal	Primary activities of the organization	2021
				Number of employees, and the basis of calculation of this number	0			Number of employees, and the basis of calculation of this number	247
				Revenues from third-party sales	0			Revenues from third-party sales	316, 366, 699
				Revenues from intra-group transactions with other tax jurisdictions	10,119			Revenues from intra-group transactions with other tax jurisdictions	57, 673, 105
				Profit/loss before tax	-1,097,451			Profit/loss before tax	13, 396, 394
				Tangible assets other than cash and cash equivalents	0			Tangible assets other than cash and cash equivalents	10, 615, 634
				Corporate income tax paid on a cash basis	2,575,565			Corporate income tax paid on a cash basis	2, 112, 129
				Corporate income tax accrued on profit/loss	0			Corporate income tax accrued on profit/loss	-4, 259, 092
				Sovena Spain	Primary activities of the organization	Commercialization of vegetable and edible oils		Sovena Oilseeds Spain	Primary activities of the organization
			Number of employees, and the basis of calculation of this number		258		Number of employees, and the basis of calculation of this number		131
			Revenues from third-party sales		602,491,645		Revenues from third-party sales		176, 971, 282
			Revenues from intra-group transactions with other tax jurisdictions		581,527		Revenues from intra-group transactions with other tax jurisdictions		10, 518, 287
			Profit/loss before tax		-13,447,551		Profit/loss before tax		4, 755, 019
			Tangible assets other than cash and cash equivalents		21,730,202		Tangible assets other than cash and cash equivalents		15, 076, 342
			Corporate income tax paid on a cash basis		1,905,859		Corporate income tax paid on a cash basis		390
			Corporate income tax accrued on profit/loss		0		Corporate income tax accrued on profit/loss		1, 172, 002

GRI 200 – ECONOMIC DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING		LOCATION OR COMMENT					
GRI 207 – TAX									
207-4	Country-by-country reporting	Tax information: profits obtained country by country; taxes on profits paid.	Sovena Oilseeds Portugal	Primary activities of the organization	Commercialization of vegetable and edible oils	Nutrifarms	Primary activities of the organization	Plantation and exploitation of olive groves for olives and oil products	
				Number of employees, and the basis of calculation of this number	115		Number of employees, and the basis of calculation of this number	136	
				Revenues from third-party sales	379, 385, 416		Revenues from third-party sales	23,605,401	
				Revenues from intra-group transactions with other tax jurisdictions	107, 097, 329		Revenues from intra-group transactions with other tax jurisdictions	5,108,264	
				Profit/loss before tax	13, 805, 635		Profit/loss before tax	37,387,931	
				Tangible assets other than cash and cash equivalents	34, 402, 596		Tangible assets other than cash and cash equivalents	129,915,659	
				Corporate income tax paid on a cash basis	-480, 408		Corporate income tax paid on a cash basis	436,317	
				Corporate income tax accrued on profit/loss	-4, 043, 527		Corporate income tax accrued on profit/loss	-3,620,121	
			Sovena MENA	Primary activities of the organization	Export and Import of goods and all international business	Monteolivo	Primary activities of the organization	Manufacturing and production of vegetable and edible oils	
				Number of employees, and the basis of calculation of this number	0		Number of employees, and the basis of calculation of this number	12	
				Revenues from third-party sales	0		Revenues from third-party sales	6,698,095	
				Revenues from intra-group transactions with other tax jurisdictions	0		Revenues from intra-group transactions with other tax jurisdictions	0	
				Profit/loss before tax	846,268		Profit/loss before tax	139,792	
				Tangible assets other than cash and cash equivalents	0		Tangible assets other than cash and cash equivalents	2,219,736	
				Corporate income tax paid on a cash basis	0		Corporate income tax paid on a cash basis	0	
				Corporate income tax accrued on profit/loss	0		Corporate income tax accrued on profit/loss	34,948	
			Sovena USA	Primary activities of the organization	Manufacturing and production of vegetable and edible oils	Industrias San Pedro	Primary activities of the organization	Manufacturing and production of vegetable and edible oils	
				Number of employees, and the basis of calculation of this number	135		Number of employees, and the basis of calculation of this number	8	
				Revenues from third-party sales	262,130,361		Revenues from third-party sales	2,440,422	
				Revenues from intra-group transactions with other tax jurisdictions			Revenues from intra-group transactions with other tax jurisdictions	0	
				Profit/loss before tax	9,113,892		Profit/loss before tax	25,360	
				Tangible assets other than cash and cash equivalents	38,323,339		Tangible assets other than cash and cash equivalents	736,462	
				Corporate income tax paid on a cash basis	1,260,454		Corporate income tax paid on a cash basis	0	
				Corporate income tax accrued on profit/loss	2,142,788		Corporate income tax accrued on profit/loss	6,467	



GRI 200 – ECONOMIC DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING		LOCATION OR COMMENT										
GRI 207 – TAX														
207-4	Country-by-country reporting	Tax information: profits obtained country by country; taxes on profits paid.	Sovena Brazil	Primary activities of the organization	2021					AGROPRO	Primary activities of the organization	2021		
				Number of employees, and the basis of calculation of this number	20						Number of employees, and the basis of calculation of this number	16		
				Revenues from third-party sales	56,567,944						Revenues from third-party sales	217,990,309		
				Revenues from intra-group transactions with other tax jurisdictions	0						Revenues from intra-group transactions with other tax jurisdictions	7,144,638		
				Profit/loss before tax	267,144						Profit/loss before tax	6,894,434		
				Tangible assets other than cash and cash equivalents	12,968						Tangible assets other than cash and cash equivalents	18,372		
				Corporate income tax paid on a cash basis	236,117						Corporate income tax paid on a cash basis	1,237,719		
				Corporate income tax accrued on profit/loss	178,591						Corporate income tax accrued on profit/loss	1,292,932		
GRI 300 – ENVIRONMENTAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING		LOCATION OR COMMENT										
GRI 301 – MATERIALS														
103	Management approach	Sustainable use of resources: consumption of water and water supply following local constraints; consumption of raw materials and measures taken to improve the efficiency of their use; direct and indirect consumption of energy, measures taken to improve energy efficiency and the use of renewable energy.	“Process in an efficient, low carbon and circular way” Environmental policy available here :											
301-1	Materials used by weight or volume		Sovena Spain – Brenes Plant	Raw materials	Olive oil (t)	107,508	NR	Sovena Oilseeds -Andújar Plant	Raw materials	Seeds (t)	117,624	R		
					Seed oil (t)	7,879	NR			Olive oil (t)	18,788	NR		
					Others (t)	3,777	NR			Seed oil (t)	25,148	NR		
				Auxiliary materials	Plastics (t)	3,359	NR		Auxiliary materials	Plastics (t)	2,017	NR		
					Glass (t)	18,371	NR			Glass (t)	45	NR		
					Paper/cardboard (t)	5,036	NR			Paper/cardboard (t)	1,246	NR		
			Sovena Consumer Goods – Barreiro Plant	Raw materials	Others (t)	2,013	NR		Raw materials	Subsidiary (t)	2,019	NR		
					Olive oil (t)	3,944	NR			Seeds (t)	241,199	R		
					Olive oil (l)	429,574	NR			Seed oil	7,039	NR		
					Seed oil (t)	3,066	NR		Others (t)	18,749	NR			
					Seed oil (l)	17,659	NR		Auxiliary materials	Others (t)	8,263	NR		
					Others (t)	21	NR							
					Others (l)	122,637	NR							
Auxiliary materials				Plastics (t)	2,258	NR								
				Glass (t)	18,111	NR								
				Paper/cardboard (t)	4,117	NR								
			Others (t)	1,369	NR									
Renewable (R) Non-renewable (NR)														

GRI 300 – ENVIRONMENTAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING		LOCATION OR COMMENT																																																																																						
GRI 301 – MATERIALS																																																																																										
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301-1	Materials used by weight or volume		<table><tr><td rowspan="3">Sovena Spain – Plasencia Plant</td><td>Raw materials</td><td>Olives (t)</td><td>20214,876</td><td>R</td><td rowspan="3">Nutrifarms</td><td>Raw materials</td><td>Olives (t)</td><td>202184,354</td><td>R</td><td rowspan="12">Note: Purchases of pre-packaged material are in liters.</td></tr><tr><td>Auxiliary materials</td><td>Glass (t)</td><td>8,436</td><td>NR</td><td>Raw materials</td><td>Olives (t)</td><td>9,039</td><td>R</td></tr><tr><td></td><td>Paper/cardboard (t)</td><td>35</td><td>NR</td><td>Raw materials</td><td>Olives (t)</td><td>2,712</td><td>NR</td></tr><tr><td>Sovena Mena [Tunisia]</td><td>Raw materials</td><td>Olive oil (t)</td><td>3,464,14</td><td>NR</td><td>Industrias San Pedro</td><td>Raw materials</td><td></td><td></td><td></td></tr><tr><td rowspan="5">Sovena USA - Rome Plant</td><td>Raw materials</td><td>Olive oil (t)</td><td>21,443</td><td>NR</td><td>Sovena Brazil</td><td>Raw materials</td><td>Olive oil (l)</td><td>102,144</td><td>NR</td></tr><tr><td></td><td>Seed oil (t)</td><td>65,513</td><td>NR</td><td rowspan="7">Agropro</td><td>Raw materials</td><td>Sustainable Colza Seeds (t)</td><td>18,024</td><td>R</td></tr><tr><td rowspan="3">Auxiliary materials</td><td>Plastics (t)</td><td>1,723</td><td>NR</td><td></td><td>Colza seeds (t)</td><td>4</td><td>R</td></tr><tr><td>Glass (t)</td><td>2,677</td><td>NR</td><td></td><td>Sunflower seeds (t)</td><td>63,488</td><td>R</td></tr><tr><td>Paper/cardboard (t)</td><td>276</td><td>NR</td><td></td><td>Sunflower Seeds H.O. (t)</td><td>28,981</td><td>R</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td>Auxiliary materials</td><td>Subsidiary materials (t)</td><td>5</td><td>NR</td></tr></table>	Sovena Spain – Plasencia Plant	Raw materials	Olives (t)	20214,876	R	Nutrifarms	Raw materials	Olives (t)	202184,354	R	Note: Purchases of pre-packaged material are in liters.	Auxiliary materials	Glass (t)	8,436	NR	Raw materials	Olives (t)	9,039	R		Paper/cardboard (t)	35	NR	Raw materials	Olives (t)	2,712	NR	Sovena Mena [Tunisia]	Raw materials	Olive oil (t)	3,464,14	NR	Industrias San Pedro	Raw materials				Sovena USA - Rome Plant	Raw materials	Olive oil (t)	21,443	NR	Sovena Brazil	Raw materials	Olive oil (l)	102,144	NR		Seed oil (t)	65,513	NR	Agropro	Raw materials	Sustainable Colza Seeds (t)	18,024	R	Auxiliary materials	Plastics (t)	1,723	NR		Colza seeds (t)	4	R	Glass (t)	2,677	NR		Sunflower seeds (t)	63,488	R	Paper/cardboard (t)	276	NR		Sunflower Seeds H.O. (t)	28,981	R						Auxiliary materials	Subsidiary materials (t)	5	NR
Sovena Spain – Plasencia Plant	Raw materials		Olives (t)		20214,876	R	Nutrifarms	Raw materials		Olives (t)	202184,354	R	Note: Purchases of pre-packaged material are in liters.																																																																													
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301-2	Recycled input materials used	Consumption of raw materials and measures taken to improve the efficiency of their use	“Process in an efficient, low carbon and circular way” - Information on rPet integration																																																																																							
301-3	Reclaimed products and their packaging 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 300 – ENVIRONMENTAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING		LOCATION OR COMMENT						
GRI 302 – ENERGY										
103	Management approach	Sustainable use of resources: consumption of water and water supply following local constraints; consumption of raw materials and measures taken to improve the efficiency of their use; direct and indirect consumption of energy, measures taken to improve energy efficiency and the use of renewable energy.	“Process in an efficient, low carbon and circular way” Environmental policy available here :							
302-1	Energy consumption within the organization		Direct energy consumption (units: GJ)						Direct energy consumption (units: GJ)	
					2020	2021			2020	2021
		Sovena Spain – Brenes Plant	Natural gas	92,982	95,990	Sovena USA	Diesel from fleet or other vehicles	38,133	19,150	
			Biomass	44,540	43,760		Butane /Propane /LPG	450	500	
		Sovena Consumer Goods – Barreiro Plant	Butane /Propane /LPG	110	50		Natural gas	6,230	8,760	
			Natural gas	49,530	55,050	Nutrifarms	Diesel from stationary sources (sites)	0	7,320	
			Diesel from fleet or other vehicles	220	-			Diesel from fleet or other vehicles	16,540	26,680
		Sovena Oilseeds - Andújar Plant	Diesel from fleet or other vehicles	610	420			Gasoline	5,150	80
			Natural gas	88,700	97,278			Biomass	-	610
	Sovena Oilseeds - Almada Plant	Diesel from stationary sources (sites)	360	770	Sovena Brazil	Gasoline	0	110		
		Natural gas	58,870	-						
	Sovena Spain – Plasencia Plant	Diesel from stationary sources (sites)	6,575	6,370	Agropro	Diesel from fleet or other vehicles	-	350		
		Diesel from fleet or other vehicles	270	510	Sovena Headquarters	Diesel from fleet or other vehicles	0	3,210		
	Sovena Mena [Tunisia]	Diesel from fleet or other vehicles	520	100	Total		572,633	565,338		
		Gasoline	200	160						

Notes

Notes:
2020 values for energy were corrected.
Monteolivo and Industrias San Pedro do not have direct energy consumption.

GRI 300 – ENVIRONMENTAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT																																																											
GRI 302 – ENERGY																																																														
103	Management approach	Sustainable use of resources: consumption of water and water supply following local constraints; consumption of raw materials and measures taken to improve the efficiency of their use; direct and indirect consumption of energy, measures taken to improve energy efficiency and the use of renewable energy.	“Process in an efficient, low carbon and circular way” Environmental policy available here :																																																											
302-1	Energy consumption within the organization		<table><thead><tr><th colspan="3">Indirect energy consumption (units: GJ)</th><th colspan="3">Indirect energy consumption (units: GJ)</th></tr><tr><th></th><th>2020</th><th>2021</th><th></th><th>2020</th><th>2021</th></tr></thead><tbody><tr><td>Sovena Spain – Brenes Plant</td><td>44,921</td><td>42,437</td><td>Nutrifarms</td><td>16,690</td><td>32,100</td></tr><tr><td>Sovena Consumer Goods – Barreiro Plant</td><td>26,148</td><td>25,429</td><td>Monteolivo</td><td>1,288</td><td>1,371</td></tr><tr><td>Sovena Oilseeds - Andújar Plant</td><td>79,915</td><td>81,698</td><td>Industrias San Pedro</td><td>171</td><td>519</td></tr><tr><td>Sovena Oilseeds - Almada Plant</td><td>830,295</td><td>905,336</td><td>Sovena Brazil</td><td>73</td><td>83</td></tr><tr><td>Sovena Spain – Plasencia Plant</td><td>3,600</td><td>3,797</td><td>Agropro</td><td>-</td><td>-</td></tr><tr><td>Sovena Mena [Tunisia]</td><td>310</td><td>32</td><td>Sovena Headquarters</td><td>477</td><td>424</td></tr><tr><td>Sovena USA</td><td>23,781</td><td>24,073</td><td>Total</td><td>1,056,901</td><td>1,117,298</td></tr></tbody></table>						Indirect energy consumption (units: GJ)			Indirect energy consumption (units: GJ)				2020	2021		2020	2021	Sovena Spain – Brenes Plant	44,921	42,437	Nutrifarms	16,690	32,100	Sovena Consumer Goods – Barreiro Plant	26,148	25,429	Monteolivo	1,288	1,371	Sovena Oilseeds - Andújar Plant	79,915	81,698	Industrias San Pedro	171	519	Sovena Oilseeds - Almada Plant	830,295	905,336	Sovena Brazil	73	83	Sovena Spain – Plasencia Plant	3,600	3,797	Agropro	-	-	Sovena Mena [Tunisia]	310	32	Sovena Headquarters	477	424	Sovena USA	23,781	24,073	Total	1,056,901	1,117,298
Indirect energy consumption (units: GJ)			Indirect energy consumption (units: GJ)																																																											
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302-3	Energy intensity	<table><thead><tr><th></th><th>2020</th><th>2021</th></tr></thead><tbody><tr><td>Energy intensity (GJ/€ thousands of net turnover)</td><td>1,49</td><td>1,30</td></tr></tbody></table>							2020	2021	Energy intensity (GJ/€ thousands of net turnover)	1,49	1,30																																																	
	2020	2021																																																												
Energy intensity (GJ/€ thousands of net turnover)	1,49	1,30																																																												
302-5	Reductions in energy requirements of products and services	Non-significant.																																																												

Notes:
Agropro does not have indirect energy consumption.
Sovena Spain – Brenes Plant value for indirect energy consumption published in the 2020 Sustainability Report was incorrect, the correct value for 2020 is 44,921 GJ.

Notes:
Agropro does not have indirect energy consumption.
Sovena Spain – Brenes Plant value for indirect energy consumption published in the 2020 Sustainability Report was incorrect, the correct value for 2020 is 44,921 GJ.

GRI 300 – ENVIRONMENTAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT																																																																																															
GRI 303 – WATER AND EFFLUENTS																																																																																																		
103	Management approach	Sustainable use of resources: consumption of water and water supply following local constraints; consumption of raw materials and measures taken to improve the efficiency of their use; direct and indirect consumption of energy, measures taken to improve energy efficiency and the use of renewable energy.	“Process in an efficient, low carbon and circular way” Environmental policy available here :																																																																																															
303-1	Interactions with water as a shared resource		“Produce food in a sustainable way” Participation in the study “The use of Water in Portugal” and part of the Water Management Pact from Calouste Gulbenkian Foundation and its working groups; Precision irrigation system information in the same chapter of the report.																																																																																															
303-3	Water withdrawal		<table><tr><th colspan="2"></th><th>2020</th><th>2021</th><th colspan="2"></th><th>2020</th><th>2021</th></tr><tr><td rowspan="3">Sovena Spain – Brenes Plant</td><td>Municipal water (third party water) (m3)</td><td>115,708</td><td>110,613</td><td rowspan="3">Sovena USA</td><td>Municipal water (third party water) (m3)</td><td>5,025</td><td>5,763</td></tr><tr><td>Surface Water (m3)</td><td>579,075</td><td>575,532</td><td rowspan="2">Nutrifarms – Mills</td><td>Surface Water (m3)</td><td>16,157</td><td>14,970</td></tr><tr><td>Municipal water (third party water) (m3)</td><td>48,284</td><td>51,118</td><td rowspan="3">Nutrifarms – Olive groves</td><td>Surface Water (m3)</td><td>16,879,865</td><td>23,181,857</td></tr><tr><td></td><td>Total (m3)</td><td>627,359</td><td>626,650</td><td>Groundwater (m3)</td><td>127,714</td><td>966,482</td></tr><tr><td>Sovena Oilseeds - Andújar Plant</td><td>Municipal water (third party water) (m3)</td><td>287,780</td><td>302,287</td><td></td><td>Total (m3)</td><td>17,007,579</td><td>24,148,340</td></tr><tr><td rowspan="3">Sovena Oilseeds - Almada Plant</td><td>Surface Water (m3)</td><td>5,139,580</td><td>5,404,899</td><td rowspan="3">Monteolivo</td><td>Groundwater (m3)</td><td>3,750</td><td>5,250</td></tr><tr><td>Municipal water (third party water) (m3)</td><td>264,452</td><td>249,493</td><td rowspan="2">Industrias San Pedro mill</td><td>Municipal water (third party water) (m3)</td><td>968</td><td>1,273</td></tr><tr><td>Total (m3)</td><td>5,404,032</td><td>5,654,392</td><td>(m3)</td><td>-</td><td>-</td></tr><tr><td rowspan="3">Sovena Spain – Plasencia Plant</td><td>Surface Water (m3)</td><td>52,008</td><td>45,229</td><td rowspan="2">Sovena Brazil</td><td>(m3)</td><td>-</td><td>-</td></tr><tr><td>Municipal water (third party water) (m3)</td><td>10,782</td><td>10,843</td><td rowspan="2">Sovena Headquarters</td><td>(m3)</td><td>-</td><td>-</td></tr><tr><td>Total (m3)</td><td>62,790</td><td>56,072</td><td>Total</td><td>(m3)</td><td>23,531,886</td><td>30,925,969</td></tr><tr><td>Sovena Mena [Tunisia]</td><td>Municipal water (third party water) (m3)</td><td>738</td><td>360</td><td></td><td></td><td></td><td></td></tr></table>			2020	2021			2020	2021	Sovena Spain – Brenes Plant	Municipal water (third party water) (m3)	115,708	110,613	Sovena USA	Municipal water (third party water) (m3)	5,025	5,763	Surface Water (m3)	579,075	575,532	Nutrifarms – Mills	Surface Water (m3)	16,157	14,970	Municipal water (third party water) (m3)	48,284	51,118	Nutrifarms – Olive groves	Surface Water (m3)	16,879,865	23,181,857		Total (m3)	627,359	626,650	Groundwater (m3)	127,714	966,482	Sovena Oilseeds - Andújar Plant	Municipal water (third party water) (m3)	287,780	302,287		Total (m3)	17,007,579	24,148,340	Sovena Oilseeds - Almada Plant	Surface Water (m3)	5,139,580	5,404,899	Monteolivo	Groundwater (m3)	3,750	5,250	Municipal water (third party water) (m3)	264,452	249,493	Industrias San Pedro mill	Municipal water (third party water) (m3)	968	1,273	Total (m3)	5,404,032	5,654,392	(m3)	-	-	Sovena Spain – Plasencia Plant	Surface Water (m3)	52,008	45,229	Sovena Brazil	(m3)	-	-	Municipal water (third party water) (m3)	10,782	10,843	Sovena Headquarters	(m3)	-	-	Total (m3)	62,790	56,072	Total	(m3)	23,531,886	30,925,969	Sovena Mena [Tunisia]	Municipal water (third party water) (m3)	738	360			
		2020	2021			2020	2021																																																																																											
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Sovena Spain – Plasencia Plant	Surface Water (m3)	52,008	45,229	Sovena Brazil	(m3)	-	-																																																																																											
	Municipal water (third party water) (m3)	10,782	10,843		Sovena Headquarters	(m3)	-	-																																																																																										
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Sovena Mena [Tunisia]	Municipal water (third party water) (m3)	738	360																																																																																															

GRI 300 – ENVIRONMENTAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING		LOCATION OR COMMENT								
GRI 303 – WATER AND EFFLUENTS												
303-4	Water discharge	Sustainable use of resources: consumption of water and water supply following local constraints; consumption of raw materials and measures taken to improve the efficiency of their use; direct and indirect consumption of energy, measures taken to improve energy efficiency and the use of renewable energy.	Sovena Spain – Brenes Plant		Municipal water (third party water) (m3)	2020	2021	Sovena Mena [Tunisia]		Municipal water (third party water) (m3)	2020	2021
			Sovena Consumer Goods – Barreiro Plant		Surface Water (m3)	579,075	575,532	Sovena USA - Rome Plant		Municipal water (third party water) (m3)	Not available	Not available
					Municipal water (third party water) (m3)	26,821	51,118				0	0
					Total (m3)	605,896	594,489	Nutrifarms		(m3)	0	0
			Sovena Oilseeds - Andújar Plant		Municipal water (third party water) (m3)	131,690	147,217	Monteolivo mill		(m3)	0	0
			Sovena Oilseeds - Almada Plant		Surface Water (m3)	5,248,814	5,500,745	Industrias San Pedro mill		(m3)	Not available	0
					Municipal water (third party water) (m3)	-	-	Sovena Brazil		(m3)	-	-
					Total (m3)	5,248,814	5,500,745	Sovena Headquarters		(m3)	-	-
			Sovena Spain – Plasencia Plant		(m3)	6,279	5,607	Total		(m3)	6,062,845	6,310,961
			303-5	Water consumption		Sovena Spain – Brenes Plant		Municipal water (third party water) (m3)	2020	2021	Nutrifarms – Olive groves	
Sovena Consumer Goods – Barreiro Plant		Municipal water (third party water) (m3)				21,463	31,161			Ground Water (m3)	127,714	966,482
Sovena Oilseeds - Andújar Plant		Municipal water (third party water) (m3)				156,090	155,070			Total (m3)	17,007,579	24,148,340
Sovena Oilseeds - Almada Plant		(m3)				155,218	153,647	Monteolivo mill		(m3)	3,750	5,250
Sovena Spain – Plasencia Plant		(m3)				56,511	50,465	Industrias San Pedro mill		(m3)	968	1,273
Sovena Mena [Tunisia]		Municipal water (third party water) (m3)				0	0	Sovena Brazil		(m3)	-	-
Sovena USA - Rome Plant		Municipal water (third party water) (m3)				5,025	5,763	Sovena Headquarters		(m3)	-	-
Nutrifarms – Mills		Surface Water (m3)				16,157	14,970	Total		(m3)	17,468,303	24,614,648

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



GRI 300 – ENVIRONMENTAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT
GRI 304 – BIODIVERSITY			
103	Management approach	Protection of biodiversity: measures taken to preserve or restore biodiversity; impacts caused by activities or operations in protected areas.	“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.
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Non-significant in the facilities located in Spain
304-2	Significant impacts of activities, products, and services on biodiversity		“Produce food in a sustainable way”
304-3	Habitats protected or restored		“Produce food in a sustainable way”
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		Non-significant in the facilities located in Spain

GRI 300 – ENVIRONMENTAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING		LOCATION OR COMMENT																																																				
GRI 305 – EMISSIONS																																																								
103	Management approach	Pollution: measures to prevent, reduce or repair carbon emissions with severe environmental impact; considering all types of atmospheric pollution specific to an activity, including noise and light pollution. Climate change: significant elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services produced; the measures adopted to adapt to the consequences of climate change; voluntary medium and long-term reduction targets established to reduce greenhouse gas emissions and the means implemented to that end.	“Process in an efficient, low carbon and circular way” Environmental policy available here :																																																					
305-1	Direct (Scope 1) GHG emissions		Units: t CO₂e <table><tr><th></th><th>2020</th><th>2021</th><th></th><th>2020</th><th>2021</th></tr><tr><td>Sovena Spain – Brenes Plant</td><td>8,357</td><td>5,450</td><td>Nutrifarms</td><td>2,368</td><td>3,106</td></tr><tr><td>Sovena Consumer Goods – Barreiro Plant</td><td>2,846</td><td>3,170</td><td>Monteolivo</td><td>447</td><td>0</td></tr><tr><td>Sovena Oilseeds - Andújar Plant</td><td>8,187</td><td>5,500</td><td>Industrias San Pedro</td><td>0</td><td>0</td></tr><tr><td>Sovena Oilseeds - Almada Plant</td><td>3,361</td><td>57</td><td>Sovena Brazil</td><td>0</td><td>8</td></tr><tr><td>Sovena Spain – Plasencia Plant</td><td>575</td><td>3231</td><td>Agropro</td><td>-</td><td>26</td></tr><tr><td>Sovena Mena [Tunisia]</td><td>47</td><td>19</td><td>Sovena Headquarters</td><td>0</td><td>241</td></tr><tr><td>Sovena USA</td><td>3,214</td><td>1,914</td><td>Total</td><td>29,402</td><td>22,723</td></tr></table>							2020	2021		2020	2021	Sovena Spain – Brenes Plant	8,357	5,450	Nutrifarms	2,368	3,106	Sovena Consumer Goods – Barreiro Plant	2,846	3,170	Monteolivo	447	0	Sovena Oilseeds - Andújar Plant	8,187	5,500	Industrias San Pedro	0	0	Sovena Oilseeds - Almada Plant	3,361	57	Sovena Brazil	0	8	Sovena Spain – Plasencia Plant	575	3231	Agropro	-	26	Sovena Mena [Tunisia]	47	19	Sovena Headquarters	0	241	Sovena USA	3,214	1,914	Total	29,402	22,723
	2020		2021		2020	2021																																																		
Sovena Spain – Brenes Plant	8,357		5,450	Nutrifarms	2,368	3,106																																																		
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Sovena Spain – Plasencia Plant	575	3231	Agropro	-	26																																																			
Sovena Mena [Tunisia]	47	19	Sovena Headquarters	0	241																																																			
Sovena USA	3,214	1,914	Total	29,402	22,723																																																			
305-2	Energy indirect (Scope 2) GHG emissions	Units: t CO₂e <table><tr><th></th><th>2020</th><th>2021</th><th></th><th>2020</th><th>2021</th></tr><tr><td>Sovena Spain – Brenes Plant</td><td>4,684</td><td>3,193</td><td>Sovena USA</td><td>2,664</td><td>2,357</td></tr><tr><td>Sovena Consumer Goods – Barreiro Plant</td><td>699</td><td>0</td><td>Nutrifarms</td><td>777</td><td>1,373</td></tr><tr><td>Sovena Oilseeds - Andújar Plant</td><td>7,880</td><td>6,141</td><td>Monteolivo</td><td>141</td><td>75</td></tr><tr><td>Sovena Oilseeds - Almada Plant</td><td>39,924</td><td>43,144</td><td>Industrias San Pedro</td><td>19</td><td>28</td></tr><tr><td>Sovena Spain – Plasencia Plant</td><td>250</td><td>286</td><td>Sovena Brazil</td><td>9</td><td>1</td></tr><tr><td>Sovena Mena [Tunisia]</td><td>40</td><td>4</td><td>Sovena Headquarters</td><td>23</td><td>12</td></tr><tr><td></td><td></td><td></td><td>Total</td><td>57,111</td><td>56,608</td></tr></table>							2020	2021		2020	2021	Sovena Spain – Brenes Plant	4,684	3,193	Sovena USA	2,664	2,357	Sovena Consumer Goods – Barreiro Plant	699	0	Nutrifarms	777	1,373	Sovena Oilseeds - Andújar Plant	7,880	6,141	Monteolivo	141	75	Sovena Oilseeds - Almada Plant	39,924	43,144	Industrias San Pedro	19	28	Sovena Spain – Plasencia Plant	250	286	Sovena Brazil	9	1	Sovena Mena [Tunisia]	40	4	Sovena Headquarters	23	12				Total	57,111	56,608	
	2020	2021		2020	2021																																																			
Sovena Spain – Brenes Plant	4,684	3,193	Sovena USA	2,664	2,357																																																			
Sovena Consumer Goods – Barreiro Plant	699	0	Nutrifarms	777	1,373																																																			
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Sovena Spain – Plasencia Plant	250	286	Sovena Brazil	9	1																																																			
Sovena Mena [Tunisia]	40	4	Sovena Headquarters	23	12																																																			
			Total	57,111	56,608																																																			

GRI 300 – ENVIRONMENTAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING		LOCATION OR COMMENT					
GRI 305 – EMISSIONS									
305-3	Other indirect (Scope 3) GHG emissions	Pollution: measures to prevent, reduce or repair carbon emissions with severe environmental impact; considering all types of atmospheric pollution specific to an activity, including noise and light pollution. Climate change: significant elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services produced; the measures adopted to adapt to the consequences of climate change; voluntary medium and long-term reduction targets established to reduce greenhouse gas emissions and the means implemented to that end.	Units: t CO ₂ e						
				2020	2021		2020	2021	
305-5	Reduction of GHG emissions		Sovena Spain – Brenes Plant	319,111	327,233	Nutrifarms	7,994	12,260	
			Sovena Consumer Goods – Barreiro Plant	49,767	55,649	Agropro	70,173	52,365	
			Sovena Oilseeds - Andújar Plant	263,406	247,611	Monteolivo	2,485	1,961	
			Sovena Oilseeds - Almada Plant	195,622	227,049	Industrias San Pedro	599	562	
			Sovena Spain – Plasencia Plant	9,306	10,808	Sovena Brazil	1,845	1,447	
			Sovena Mena [Tunisia]	20,479	7,268	Sovena Headquarters	25	46	
			Sovena USA	105,196	128,796	Sovena Italia	10,893	2,012	
						Sovena Headquarters	1,056,901	1,079,558	
		A reduction of 7,661 ton CO2 comparing to 2020 was achieved due to green electricity use (green certificates + solar panels)							

GRI 300 – ENVIRONMENTAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT						
GRI 306 - WASTE									
103	Management approach	Circular economy and waste prevention and management: preventive measures, recycling, reuse, other forms of waste recovery and disposal; actions to combat food waste.	“Process in an efficient, low carbon and circular way” Environmental policy available here :						
306-3	Waste generated		Hazardous Waste (t)						
			2020		2021		2020		2021
		Sovena Spain – Brenes Plant	5.1	9.2	Sovena USA	1.0	0.4		
		Sovena Consumer Goods – Barreiro Plant	2.5	3.0	Nutrifarms	2.9	1.1		
		Sovena Oilseeds - Andújar Plant	14.3	10.2	Monteolivo	0	0		
		Sovena Oilseeds - Almada Plant	20.2	20.8	Industrias San Pedro	0	0		
		Sovena Spain – Plasencia Plant	0	0	Sovena Brazil	-	-		
		Sovena Mena [Tunisia]	0	0	Sovena Headquarters	-	-		
		Total		42.1	43.5				
		Non-Hazardous Waste (t)							
		2020		2021		2020		2021	
		Sovena Spain – Brenes Plant	3,309.9	3,828.2	Sovena USA	566.0	595.0		
		Sovena Consumer Goods – Barreiro Plant	3,139.3	2,131.2	Nutrifarms	137.9	18.6		
		Sovena Oilseeds - Andújar Plant	2,638.4	4,700.4	Monteolivo	0	0		
		Sovena Oilseeds - Almada Plant	1,708.6	1,752.6	Industrias San Pedro	0	0		
Sovena Spain – Plasencia Plant	72.4	71.7	Sovena Brazil	-	-				
Sovena Mena [Tunisia]	0	0	Sovena Headquarters	-	-				
Total		11,587.7	13,289.1						

GRI 300 – ENVIRONMENTAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT																																																																																																																																			
GRI 306 - WASTE																																																																																																																																						
306-4	Waste diverted from disposal	Circular economy and waste prevention and management: preventive measures, recycling, reuse, other forms of waste recovery and disposal; actions to combat food waste.																																																																																																																																				
			<table><tr><th>Units: t</th><th>Recovery operation</th><th>2020</th><th>2021</th></tr><tr><td colspan="4">Sovena Spain – Brenes Plant</td></tr><tr><td>Hazardous waste</td><td>Other recovery operations</td><td>3.8</td><td>8.0</td></tr><tr><td>Non-hazardous waste</td><td>Other recovery operations</td><td>3,309.9</td><td>3,828.2</td></tr><tr><td colspan="4">Sovena Consumer Goods – Barreiro Plant</td></tr><tr><td>Hazardous waste</td><td>Recycling</td><td>2.4</td><td>2.9</td></tr><tr><td>Non-hazardous waste</td><td>Recycling</td><td>2,951.3</td><td>2,009.8</td></tr><tr><td colspan="4">Sovena Oilseeds - Andújar Plant</td></tr><tr><td>Hazardous waste</td><td>Recycling</td><td>7.8</td><td>7.5</td></tr><tr><td>Non-hazardous waste</td><td>Preparation for reuse</td><td>265.9</td><td></td></tr><tr><td></td><td>Recycling</td><td>413.2</td><td></td></tr><tr><td></td><td>Other recovery operations</td><td>1,956.1</td><td>4,631.8</td></tr><tr><td colspan="4">Sovena Oilseeds - Almada Plant</td></tr><tr><td>Hazardous waste</td><td>Recycling</td><td>20.2</td><td>18.6</td></tr><tr><td>Non-hazardous waste</td><td>Recycling</td><td>1,601.5</td><td>1,657.8</td></tr><tr><td colspan="4">Sovena Spain – Plasencia Plant</td></tr><tr><td>Non-hazardous waste</td><td>Recycling</td><td>28.8</td><td>34.1</td></tr></table>				Units: t	Recovery operation	2020	2021	Sovena Spain – Brenes Plant				Hazardous waste	Other recovery operations	3.8	8.0	Non-hazardous waste	Other recovery operations	3,309.9	3,828.2	Sovena Consumer Goods – Barreiro Plant				Hazardous waste	Recycling	2.4	2.9	Non-hazardous waste	Recycling	2,951.3	2,009.8	Sovena Oilseeds - Andújar Plant				Hazardous waste	Recycling	7.8	7.5	Non-hazardous waste	Preparation for reuse	265.9			Recycling	413.2			Other recovery operations	1,956.1	4,631.8	Sovena Oilseeds - Almada Plant				Hazardous waste	Recycling	20.2	18.6	Non-hazardous waste	Recycling	1,601.5	1,657.8	Sovena Spain – Plasencia Plant				Non-hazardous waste	Recycling	28.8	34.1	<table><tr><th>Units: t</th><th>Recovery operation</th><th>2020</th><th>2021</th></tr><tr><td colspan="4">Sovena Mena [Tunisia]</td></tr><tr><td>Non-hazardous waste</td><td>Other recovery operations</td><td>0</td><td>0</td></tr><tr><td colspan="4">Sovena USA</td></tr><tr><td>Non-hazardous waste</td><td>Recycling</td><td>150.0</td><td>160.0</td></tr><tr><td colspan="4">Nutrifarms</td></tr><tr><td>Hazardous waste</td><td>Other recovery operations</td><td>2.2</td><td>1.1</td></tr><tr><td>Non-hazardous waste</td><td>Other recovery operations</td><td>82.7</td><td>18.6</td></tr><tr><td colspan="2">Monteolivo</td><td>0</td><td>0</td></tr><tr><td colspan="2">Industrias San Pedro</td><td>0</td><td>0</td></tr><tr><td colspan="2">Sovena Brazil</td><td>-</td><td>-</td></tr><tr><td colspan="2">Sovena Headquarters</td><td>-</td><td>-</td></tr><tr><td colspan="2">Total</td><td>10,810.8</td><td>12,568.7</td></tr></table>				Units: t	Recovery operation	2020	2021	Sovena Mena [Tunisia]				Non-hazardous waste	Other recovery operations	0	0	Sovena USA				Non-hazardous waste	Recycling	150.0	160.0	Nutrifarms				Hazardous waste	Other recovery operations	2.2	1.1	Non-hazardous waste	Other recovery operations	82.7	18.6	Monteolivo		0	0	Industrias San Pedro		0	0	Sovena Brazil		-	-	Sovena Headquarters		-	-	Total		10,810.8	12,568.7				
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Notes: Sovena Brazil and the headquarters are offices and waste disclosures are less relevant compared to the other facilities.																																																																																																																																						



GRI 300 – ENVIRONMENTAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT																						
GRI 307 – ENVIRONMENTAL COMPLIANCE																									
103	Management approach		“Process in an efficient, low carbon and circular way” Environmental policy available here :																						
307-1	Non-compliance with environmental laws and regulations		Sovena did not incurred fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations																						
GRI 308 – SUPPLIER ENVIRONMENTAL ASSESSMENT																									
103	Management approach	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.	“Common ground” “Produce food in a sustainable way” Sovena aims for a sustainable supply chain, working towards both environmental and social sustainability along Sovena’s supply chain. This strategic priority was reinforced by the results of the stakeholder consultation in 2021, being identified as a relevant issue. The Sourcing and Purchasing Policy was reviewed and published and includes a set of standards that our suppliers have to comply with, to assure the responsibility and sustainability on the entire supply chain.																						
308-1	New suppliers that were screened using environmental criteria		Sovena is committed in developing the best approach to the selection and evaluation of suppliers, according to environmental and other sustainability criteria. Sourcing and Purchasing Policy																						
TOPIC SPECIFIC DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT																						
		Employment: average pay and its evolution disaggregated by sex, age and professional classification or equal value; salary gap, remuneration for equal or average positions in the company, average remuneration of directors and managers, including variable remuneration, allowances indemnities, payment to long-term savings schemes and any other payment broken down by sex.	Average pay per sex, age 2021 <table><tr><td>Male (euros)</td><td>34,500</td></tr><tr><td>Female (euros)</td><td>31,608</td></tr><tr><td><30 years (euros)</td><td>21,056</td></tr><tr><td>30-51 years (euros)</td><td>32,963</td></tr><tr><td>>51 years (euros))</td><td>40,327</td></tr></table> Gender pay gap 8% Remuneration for equal or average positions in the company 2021 <table><tr><td colspan="2">Directors (average)</td></tr><tr><td>Male (euros)</td><td>149,526</td></tr><tr><td>Female (euros)</td><td>112,020</td></tr><tr><td colspan="2">Managers (average)</td></tr><tr><td>Male (euros)</td><td>56,642</td></tr><tr><td>Female (euros)</td><td>55,797</td></tr></table>	Male (euros)	34,500	Female (euros)	31,608	<30 years (euros)	21,056	30-51 years (euros)	32,963	>51 years (euros))	40,327	Directors (average)		Male (euros)	149,526	Female (euros)	112,020	Managers (average)		Male (euros)	56,642	Female (euros)	55,797
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TOPIC SPECIFIC DISCLOSURES	CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT
	Work organisation: organisation of working time	Sovena complies with the legislation. We assumed a commitment (in alignment with the International Labour Organization), reflected in our Code of Ethics (page 22).
	Work organisation: measures aimed at facilitating the work-life balance and promoting joint responsibility of both parents.	Sovena Spain – Brenes Plant Sovena Oilseeds - Andújar Plant Sovena Spain – Plasencia Plant Agropro During 2021 and due to Covid restrictions we had part of the Plant working from home, namely the office staff. With the return to the office we have maintained the Flexible Work schedule and start working on a remote work Policy in alignment with the Spanish Law.
		Sovena Consumer Goods – Barreiro Plant Sovena Oilseeds - Almada Plant Sovena Headquarters In 2021 we have made an investment on the employees' benefits package, with the implementation of Health Insurance to all Staff and with the possibility to add family members at the same rate and conditions paid by the company. Family is part of Sovena DNA and, therefore, during 2021 we tried to increase the connection to our families, with Family events and initiatives, like family contests (e.g Zoo tickets, Museum tickets) that promote more engagement with the company. Also, as part of our People Strategy, in 2021 and as a Pilot, we launch for Sovena Portugal the project for efr Certification (Family Responsible Company Certification), that allow as to measure and managed our people and family efforts, with clear focus on conciliation and continuous improvement.
		Sovena USA During 2021 and due to Covid restrictions we had part of the Plant working from home, namely the office staff. With the return to the office planned for 2022 we will be looking for implement a Remote working Policy.
		Nutrifarms 2021 was the first year as 100% part of Sovena Group, therefore during 2021 we have invested in the harmonization of all employees' conditions, such as the implementation of the Welcome baby pack, Christmas Voucher to all children and Christmas basket, as well as the invitation to in all Family events and initiative, such as family contests (e.g Zoo tickets, Museum tickets), that promote more engagement with the company.
		Sovena Brazil During 2021 and due to Covid restrictions we had part of the Plant working from home. With the return to the office planned for 2022 we will be looking for implement a Remote working Policy. Nevertheless, we have tried to maintain as much as possible the connection with our employees and their families with various family initiatives like the Welcome baby pack, Christmas Drawing Contest to all children and Christmas basket.
Equality: measures adopted to promote equal treatment and opportunities between women and men; equality plans for effective equality of women and men).		
	Equality: measures adopted to promote equal treatment and opportunities between women and men; equality plans for effective equality of women and men).	Sovena Spain – Brenes Plant Sovena Oilseeds - Andújar Plant Sovena Spain – Plasencia Plant Agropro Equal Gender Plan under negotiation with Local Commission (Representation from Unions, Employees Committee and Company). During 2021 we have reviewed and renewed our Code of Ethics and Conduct, that were communicated to all staff.
		Sovena Consumer Goods – Barreiro Plant Sovena Oilseeds - Almada Plant Sovena Mena Sovena USA Nutrifarms Monteolivo Industrias San Pedro Sovena Brazil Agropro Sovena Headquarters During 2021 we have reviewed and renewed our Code of Ethics and Conduct, that were communicated to all staff. From an organisational point of view the company is doing an effort to document all procedures and define Policies to ensure alignment and compliance with the principles of our Code of Ethics and Conduct.



GRI 400 – SOCIAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING		LOCATION OR COMMENT										
GRI 401 – EMPLOYMENT														
103	Management approach	Measures taken to promote employment	In 2021 several initiatives were developed to promote the employment: improvement of our communication channels to disseminate all our opportunities (website, linkedin); we stablished partnerships with schools and hosted internships. Protocol Amélia de Mello Foundation (Scholarships).											
401-1	New employee hires and employee turnover	Total number and breakdown of employees by gender, age, country, and job category.	Rate of new employees' hires											
			2020			2021			2020			2021		
			Sovena Spain – Brenes Plant	Male	7%	8%	Sovena Mena [Tunisia]	Male	0%	29%	Industrias San Pedro	Male	0%	0%
				Female	3%	3%		Female	0%	14%		Female	0%	0%
				<30 years	27%	2%		<30 years	0%	14%		<30 years	0%	0%
				30-51 years	5%	7%		30-51 years	0%	29%		30-51 years	0%	0%
				>51 years	0%	1%		>51 years	0%	0%		>51 years	0%	0%
				Total	6%	11%		Total	0%	43%		Total	0%	0%
			Sovena Consumer Goods – Barreiro Plant	Male	15%	3%	Sovena USA	Male	26%	13%	Sovena Brazil	Male	0%	0%
				Female	8%	1%		Female	6%	3%		Female	0%	5%
				<30 years	70%	0%		<30 years	55%	5%		<30 years	0%	0%
				30-51 years	11%	3%		30-51 years	25%	8%		30-51 years	0%	5%
				>51 years	0%	1%		>51 years	13%	3%		>51 years	0%	0%
				Total	14%	4%		Total	24%	16%		Total	0%	5%
			Sovena Oilseeds - Andújar Plant	Male	6%	2%	Nutrifarms	Male	13%	10%	Agropro	Male	-	0%
				Female	10%	1%		Female	0%	1%		Female	-	6%
				<30 years	11%	1%		<30 years	8%	4%		<30 years	-	0%
				30-51 years	9%	2%		30-51 years	16%	6%		30-51 years	-	6%
				>51 years	0%	0%		>51 years	3%	1%		>51 years	-	0%
				Total	7%	3%		Total	11%	10%		Total	-	6%
			Sovena Oilseeds - Almada Plant	Male	8%	3%	Monteolivo	Male	0%	0%	Sovena Headquarters	Male	3%	5%
				Female	11%	3%		Female	0%	0%		Female	21%	6%
				<30 years	21%	4%		<30 years	0%	0%		<30 years	56%	5%
				30-51 years	10%	2%		30-51 years	0%	0%		30-51 years	8%	6%
				>51 years	0%	0%		>51 years	0%	0%		>51 years	0%	0%
				Total	8%	6%		Total	0%	0%		Total	12%	11%
			Sovena Spain – Plasencia Plant	Male	0%	0%								
				Female	0%	0%								
				<30 years	0%	0%								
30-51 years	0%	0%												
>51 years	0%	0%												
Total	0%	0%												



GRI 400 – SOCIAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING		LOCATION OR COMMENT														
GRI 401 – EMPLOYMENT																		
401-1	New employee hires and employee turnover	Total number and breakdown of employees by gender, age, country, and job category.	Employee turnover rate															
							2020		2021						2020		2021	
			Sovena Spain – Brenes Plant	Male		4%	7%	Sovena Mena [Tunisia]	Male		0%	129%	Industrias San Pedro	Male		0%	50%	
				Female		2%	3%		Female		0%	14%		Female		0%	0%	
				<30 years		2%	2%		<30 years		0%	14%		<30 years		0%	0%	
				30-51 years		3%	5%		30-51 years		0%	79%		30-51 years		0%	0%	
				>51 years		1%	2%		>51 years		0%	50%		>51 years		0%	50%	
				Total		6%	10%		Total		0%	143%		Total		0%	50%	
			Sovena Consumer Goods – Barreiro Plant	Male		9%	4%	Sovena USA	Male		22%	17%	Sovena Brazil	Male		0%	0%	
				Female		2%	2%		Female		7%	4%		Female		0%	5%	
				<30 years		4%	1%		<30 years		8%	7%		<30 years		0%	0%	
				30-51 years		4%	2%		30-51 years		14%	9%		30-51 years		0%	5%	
				>51 years		3%	3%		>51 years		6%	6%		>51 years		0%	0%	
				Total		10%	6%		Total		28%	22%		Total		0%	5%	
			Sovena Oilseeds - Andújar Plant	Male		8%	3%	Nutrifarms	Male		12%	45%	Agropro	Male		0%	0%	
				Female		5%	1%		Female		2%	5%		Female		0%	3%	
				<30 years		1%	1%		<30 years		2%	8%		<30 years		0%	0%	
				30-51 years		10%	3%		30-51 years		9%	32%		30-51 years		0%	3%	
				>51 years		3%	1%		>51 years		3%	9%		>51 years		0%	0%	
				Total		13%	4%		Total		13%	50%		Total		0%	3%	
			Sovena Oilseeds - Almada Plant	Male		8%	7%	Monteolivo	Male		0%	0%	Sovena Headquarters	Male		3%	7%	
				Female		1%	2%		Female		0%	0%		Female		9%	7%	
				<30 years		2%	3%		<30 years		0%	0%		<30 years		6%	5%	
				30-51 years		5%	5%		30-51 years		0%	0%		30-51 years		5%	8%	
				>51 years		2%	1%		>51 years		0%	0%		>51 years		0%	2%	
				Total		9%	10%		Total		0%	0%		Total		11%	14%	
			Sovena Spain – Plasencia Plant	Male		0%	3%											
				Female		0%	1%											
				<30 years		0%	0%											
				30-51 years		0%	1%											
				>51 years		0%	3%											
Total		0%		4%														
401-3	Parental leave	Measures aimed at facilitating the work-life balance and promoting joint responsibility of both parents.	Sovena complies with the legislation and promotes the conciliation between work and family life. This commitment is reflected in our Code of Ethics and Conduct															

GRI 400 – SOCIAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT
GRI 402: LABOR/MANAGEMENT RELATIONS			
402-1	Minimum notice periods regarding operational changes	Organisation of social dialogue including procedures for informing, consulting, and negotiating with staff; the percentage of employees covered by collective agreements by country; assessment of collective agreements, particularly in the field of health and safety at work Labour disconnection measures	In case of operational changes, the Company Committee, Union Delegates and the Health and Safety Committee are involved. In addition, Joint Commissions can be constituted for specific topics. Legal deadlines are fulfilled depending on the exchange rate and the number of people involved. We have schedule control, we do not have additional measures.

GRI 400 – SOCIAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT	
GRI 403 – OCCUPATIONAL HEALTH AND SAFETY				
103	Management approach		Sovena has Health and Safety Management Systems adapted to each company location, assists in measuring and monitoring performance indicators of occupational health and safety, in order to improve performance and identify improvement opportunities, mainly related to workplace accidents. The prevention of workplace accidents begins with the identification of risks and hazards, followed by the planning and implementation of measures for mitigating those risks, and finalized with health and safety audits. These systems, in addition to other related initiatives, promote a safe working environment, contributing to reduced absenteeism, avoiding occupational illnesses and collaborating to prevent workplace accidents.	
403-4	Worker participation, consultation, and communication on occupational health and safety	Social relations: organisation of social dialogue including procedures for informing, consulting, and negotiating with staff; the percentage of employees covered by collective agreements by country; assessment of collective agreements, particularly in the field of health and safety at work.	Processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.	
			Sovena Spain – Brenes Plant Sovena Oilseeds - Andújar Plant Sovena Spain – Plasencia Plant	The participation process, both for SOVENA employees and external (non-staff) employees, is through the Health and Safety Committee, as well as any of its members. They can also contact a SOVENA manager to present their opinions/comments/suggestions and he/she will redirect the communication to the members of the Health and Safety Committee.
			Sovena Consumer Goods – Barreiro Plant Sovena Oilseeds - Almada Plant	Consultation with workers is carried out via the Workers' Representatives for OSH in the meetings held.
			Sovena USA	Worker participation is voluntary to be on the Safety Committee.
403-8	Workers covered by an occupational health and safety management system	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.	Where formal joint management–worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	
			Sovena Spain – Brenes Plant Sovena Oilseeds - Andújar Plant Sovena Spain – Plasencia Plant	These are joint committees (equal number of participants on both sides), which meet quarterly and discuss and agree on those proposals that are operational/executive, transferring the remaining proposals to the centre's management for the latter to evaluate possibilities and alternatives.
			Sovena USA	Meetings are held monthly to quarterly depending on availability and need. There is an open-door policy, anyone can suggest or raise a concern. Suggestions/Concerns are considered and reviewed by upper management. When changes are implemented, all affected personnel are notified/trained.
			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.	
			Sovena Spain – Brenes Plant Sovena Oilseeds - Andújar Plant Sovena Spain – Plasencia Plant	This system is internally audited and also externally by INTERTEK/SMETA.
			Sovena Consumer Goods – Barreiro Plant	This system is internally audited and also externally by SMETA.
			Sovena Oilseeds - Almada Plant	This system is internally audited.
			Sovena USA	This system is internally audited and also externally by NYS Department of Labour with consultation visits to review the safety program.



GRI 400 – SOCIAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING		LOCATION OR COMMENT							
GRI 403 – OCCUPATIONAL HEALTH AND SAFETY											
403-9	Work-related injuries	Health and safety: health and safety conditions at work; work accidents, in particular their frequency and severity, as well as occupational diseases; disaggregated by sex.	Sovena Spain – Brenes Plant	Number of fatalities as a result of work-related injury (fatalities)	0	0	Sovena Oilseeds - Almada Plant	Number of fatalities as a result of work-related injury (fatalities)	0	0	
				Rate of fatalities as a result of work-related injury	0	0		Rate of fatalities as a result of work-related injury	0	0	
				Number of recordable work-related injuries (Injuries)	12	15		Number of recordable work-related injuries (Injuries)	9	5	
				Rate of recordable work-related injuries	-	44		Rate of recordable work-related injuries	-	25	
			Sovena Consumer Goods – Barreiro Plant	Number of fatalities as a result of work-related injury (fatalities)	0	0	Sovena Spain – Plasencia Plant	Number of fatalities as a result of work-related injury (fatalities)	0	0	
				Rate of fatalities as a result of work-related injury	0	0		Rate of fatalities as a result of work-related injury	0	0	
				Number of recordable work-related injuries (Injuries)	7	7		Number of recordable work-related injuries (Injuries)	22	5	
				Rate of recordable work-related injuries	-	38		Rate of recordable work-related injuries	-	58	
			Sovena Oilseeds - Andújar Plant	Number of fatalities as a result of work-related injury (fatalities)	0	0	Sovena USA	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		Rate of fatalities as a result of work-related injury	0	0	
				Number of recordable work-related injuries (Injuries)	13	4		Number of recordable work-related injuries (Injuries)	0	0	
				Rate of recordable work-related injuries	-	18		Rate of recordable work-related injuries	-	0	
			403-10	Work-related ill health	Health and safety: health and safety conditions at work; work accidents, in particular their frequency and severity, as well as occupational diseases; disaggregated by sex.	Sovena Spain – Brenes Plant	Number of fatalities as a result of work-related ill health	0	0	Sovena Oilseeds - Almada Plant	Number of fatalities as a result of work-related ill health
Number of recordable work-related ill health (Occupational diseases)	0	0					Number of recordable work-related ill health (Occupational diseases)	0	0		
Sovena Consumer Goods – Barreiro Plant	Number of fatalities as a result of work-related ill health	0				0	Sovena Spain – Plasencia Plant	Number of fatalities as a result of work-related ill health	0	0	
	Number of recordable work-related ill health (Occupational diseases)	0				0		Number of recordable work-related ill health (Occupational diseases)	0	0	
Sovena Oilseeds - Andújar Plant	Number of fatalities as a result of work-related ill health	0				0	Sovena USA	Number of fatalities as a result of work-related ill health	0	0	
	Number of recordable work-related ill health (Occupational diseases)	0				0		Number of recordable work-related ill health (Occupational diseases)	0	0	

LOCATION OR COMMENT

[illegible]

GRI 400 – SOCIAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
GRI 404 – TRAINING AND EDUCATION																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
404-2	Programs for upgrading employee skills and transition assistance programs	Policies implemented in the field of training; the total number of hours of training by professional categories	Code of Ethics and Conduct 2021 Report -” Development and training of our people with an increase in the total number of training hours” compromise. Sovena has training plans that cover fundamental areas, such as Safety and Technical Training. In 2021 we also had a Management Training Program for Managers; there is a digitization and languages program; In 2021, an initiative was launched, Sovena Get in Touch, to all employees, that aims the improvement of the group’s knowledge, increasing our internal efficiency, confidence, and motivation.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
404-3	Percentage of employees receiving regular performance and career development reviews		<table><tr><th colspan="2"></th><th colspan="2">2020</th><th colspan="2">2021</th><th colspan="2"></th><th colspan="2">2020</th><th colspan="2">2021</th><th colspan="2"></th><th colspan="2">2020</th><th colspan="2">2021</th></tr><tr><th colspan="2"></th><th>M</th><th>F</th><th>M</th><th>F</th><th colspan="2"></th><th>M</th><th>F</th><th>M</th><th>F</th><th colspan="2"></th><th>M</th><th>F</th><th>M</th><th>F</th></tr><tr><td rowspan="6">Sovena Spain – Brenes Plant</td><td>Executives</td><td>100%</td><td>NA</td><td>100%</td><td>NA</td><td rowspan="6">Sovena Mena [Tunisia]</td><td>Executives</td><td>-</td><td>-</td><td>NA</td><td>NA</td><td rowspan="6">Industrias San Pedro</td><td>Executives</td><td>-</td><td>-</td><td>NA</td><td></td></tr><tr><td>Directors</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>Directors</td><td>-</td><td>-</td><td>0%</td><td>NA</td><td>Directors</td><td>-</td><td>-</td><td>NA</td><td></td></tr><tr><td>Managers</td><td>95%</td><td>100%</td><td>85%</td><td>100%</td><td>Managers</td><td>-</td><td>-</td><td>NA</td><td>0%</td><td>Managers</td><td>-</td><td>-</td><td>NA</td><td></td></tr><tr><td>Professionals</td><td>42%</td><td>57%</td><td>41%</td><td>64%</td><td>Professionals</td><td>-</td><td>-</td><td>0%</td><td>0%</td><td>Professionals</td><td>-</td><td>-</td><td>NA</td><td></td></tr><tr><td>Assistants and Operators</td><td>0%</td><td>33%</td><td>2%</td><td>33%</td><td>Assistants and Operators</td><td>-</td><td>-</td><td>0%</td><td>NA</td><td>Assistants and Operators</td><td>-</td><td>-</td><td>0%</td><td></td></tr><tr><td>Total</td><td>26%</td><td>55%</td><td>19%</td><td>61%</td><td>Total</td><td>-</td><td>-</td><td>0%</td><td>0%</td><td>Total</td><td>-</td><td>-</td><td>0%</td><td></td></tr><tr><td rowspan="6">Sovena Consumer Goods – Barreiro Plant</td><td>Executives</td><td>NA</td><td>NA</td><td>NA</td><td>NA</td><td rowspan="6">Sovena USA</td><td>Executives</td><td>100%</td><td>NA</td><td>100%</td><td>NA</td><td rowspan="6">Sovena Brazil</td><td>Executives</td><td>NA</td><td>NA</td><td>NA</td><td></td></tr><tr><td>Directors</td><td>100%</td><td>NA</td><td>100%</td><td>NA</td><td>Directors</td><td>100%</td><td>NA</td><td>100%</td><td>NA</td><td>Directors</td><td>100%</td><td>100%</td><td>100%</td><td></td></tr><tr><td>Managers</td><td>100%</td><td>75%</td><td>100%</td><td>80%</td><td>Managers</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>Managers</td><td>100%</td><td>100%</td><td>100%</td><td></td></tr><tr><td>Professionals</td><td>0%</td><td>38%</td><td>0%</td><td>57%</td><td>Professionals</td><td>96%</td><td>91%</td><td>100%</td><td>80%</td><td>Professionals</td><td>100%</td><td>50%</td><td>100%</td><td></td></tr><tr><td>Assistants and Operators</td><td>0%</td><td>0%</td><td>0%</td><td>0%</td><td>Assistants and Operators</td><td>87%</td><td>96%</td><td>89%</td><td>90%</td><td>Assistants and Operators</td><td>NA</td><td>0%</td><td>NA</td><td></td></tr><tr><td>Total</td><td>6%</td><td>23%</td><td>6%</td><td>31%</td><td>Total</td><td>92%</td><td>95%</td><td>93%</td><td>88%</td><td>Total</td><td>100%</td><td>75%</td><td>100%</td><td></td></tr><tr><td rowspan="6">Sovena Oilseeds - Andújar Plant</td><td>Executives</td><td>NA</td><td>NA</td><td>NA</td><td>NA</td><td rowspan="6">Nutrifarms</td><td>Executives</td><td>NA</td><td>NA</td><td>NA</td><td>NA</td><td rowspan="6">Agropro</td><td>Executives</td><td>33%</td><td>100%</td><td>NA</td><td></td></tr><tr><td>Directors</td><td>NA</td><td>NA</td><td>NA</td><td>NA</td><td>Directors</td><td>100%</td><td>NA</td><td>100%</td><td>NA</td><td>Directors</td><td>92%</td><td>100%</td><td>100%</td><td></td></tr><tr><td>Managers</td><td>100%</td><td>50%</td><td>100%</td><td>50%</td><td>Managers</td><td>92%</td><td>100%</td><td>92%</td><td>50%</td><td>Managers</td><td>100%</td><td>100%</td><td>100%</td><td></td></tr><tr><td>Professionals</td><td>27%</td><td>33%</td><td>29%</td><td>40%</td><td>Professionals</td><td>0%</td><td>25%</td><td>0%</td><td>0%</td><td>Professionals</td><td>90%</td><td>68%</td><td>83%</td><td></td></tr><tr><td>Assistants and Operators</td><td>0%</td><td>0%</td><td>0%</td><td>0%</td><td>Assistants and Operators</td><td>0%</td><td>0%</td><td>0%</td><td>0%</td><td>Assistants and Operators</td><td>33%</td><td>67%</td><td>NA</td><td></td></tr><tr><td>Total</td><td>12%</td><td>10%</td><td>14%</td><td>12%</td><td>Total</td><td>14%</td><td>40%</td><td>9%</td><td>14%</td><td>Total</td><td>87%</td><td>77%</td><td>91%</td><td></td></tr><tr><td rowspan="6">Sovena Oilseeds - Almada Plant</td><td>Executives</td><td>NA</td><td>NA</td><td>NA</td><td>NA</td><td rowspan="6">Monteolivo</td><td>Executives</td><td>-</td><td>-</td><td>NA</td><td>NA</td><td rowspan="6">Sovena Headquarters</td><td>Male</td><td>33%</td><td>100%</td><td>50%</td><td></td></tr><tr><td>Directors</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>Directors</td><td>-</td><td>-</td><td>NA</td><td>NA</td><td>Female</td><td>92%</td><td>100%</td><td>100%</td><td></td></tr><tr><td>Managers</td><td>100%</td><td>75%</td><td>100%</td><td>100%</td><td>Managers</td><td>-</td><td>-</td><td>0%</td><td>NA</td><td><30 years</td><td>100%</td><td>100%</td><td>93%</td><td></td></tr><tr><td>Professionals</td><td>16%</td><td>36%</td><td>16%</td><td>31%</td><td>Professionals</td><td>-</td><td>-</td><td>0%</td><td>NA</td><td>30-51 years</td><td>90%</td><td>68%</td><td>93%</td><td></td></tr><tr><td>Assistants and Operators</td><td>0%</td><td>0%</td><td>0%</td><td>100%</td><td>Assistants and Operators</td><td>-</td><td>-</td><td>0%</td><td>0%</td><td>>51 years</td><td>33%</td><td>67%</td><td>33%</td><td></td></tr><tr><td>Total</td><td>10%</td><td>50%</td><td>9%</td><td>53%</td><td>Total</td><td>-</td><td>-</td><td>0%</td><td>0%</td><td>Total</td><td>87%</td><td>77%</td><td>90%</td><td></td></tr><tr><td rowspan="6">Sovena Spain – Plasencia Plant</td><td>Executives</td><td>NA</td><td>NA</td><td>NA</td><td>NA</td><td rowspan="6"></td><td>Executives</td><td></td><td></td><td></td><td></td><td rowspan="6"></td><td>Executives</td><td></td><td></td><td></td><td></td></tr><tr><td>Directors</td><td>100%</td><td>NA</td><td>100%</td><td>NA</td><td>Directors</td><td></td><td></td><td></td><td></td><td>Directors</td><td></td><td></td><td></td><td></td></tr><tr><td>Managers</td><td>0%</td><td>NA</td><td>0%</td><td>NA</td><td>Managers</td><td></td><td></td><td></td><td></td><td>Managers</td><td></td><td></td><td></td><td></td></tr><tr><td>Professionals</td><td>0%</td><td>0%</td><td>0%</td><td>0%</td><td>Professionals</td><td></td><td></td><td></td><td></td><td>Professionals</td><td></td><td></td><td></td><td></td></tr><tr><td>Assistants and Operators</td><td>0%</td><td>0%</td><td>0%</td><td>0%</td><td>Assistants and Operators</td><td></td><td></td><td></td><td></td><td>Assistants and Operators</td><td></td><td></td><td></td><td></td></tr><tr><td>Total</td><td>6%</td><td>0%</td><td>7%</td><td>0%</td><td>Total</td><td></td><td></td><td></td><td></td><td>Total</td><td></td><td></td><td></td><td></td></tr></table>																	2020		2021				2020		2021				2020		2021				M	F	M	F			M	F	M	F			M	F	M	F	Sovena Spain – Brenes Plant	Executives	100%	NA	100%	NA	Sovena Mena [Tunisia]	Executives	-	-	NA	NA	Industrias San Pedro	Executives	-	-	NA		Directors	100%	100%	100%	100%	Directors	-	-	0%	NA	Directors	-	-	NA		Managers	95%	100%	85%	100%	Managers	-	-	NA	0%	Managers	-	-	NA		Professionals	42%	57%	41%	64%	Professionals	-	-	0%	0%	Professionals	-	-	NA		Assistants and Operators	0%	33%	2%	33%	Assistants and Operators	-	-	0%	NA	Assistants and Operators	-	-	0%		Total	26%	55%	19%	61%	Total	-	-	0%	0%	Total	-	-	0%		Sovena Consumer Goods – Barreiro Plant	Executives	NA	NA	NA	NA	Sovena USA	Executives	100%	NA	100%	NA	Sovena Brazil	Executives	NA	NA	NA		Directors	100%	NA	100%	NA	Directors	100%	NA	100%	NA	Directors	100%	100%	100%		Managers	100%	75%	100%	80%	Managers	100%	100%	100%	100%	Managers	100%	100%	100%		Professionals	0%	38%	0%	57%	Professionals	96%	91%	100%	80%	Professionals	100%	50%	100%		Assistants and Operators	0%	0%	0%	0%	Assistants and Operators	87%	96%	89%	90%	Assistants and Operators	NA	0%	NA		Total	6%	23%	6%	31%	Total	92%	95%	93%	88%	Total	100%	75%	100%		Sovena Oilseeds - Andújar Plant	Executives	NA	NA	NA	NA	Nutrifarms	Executives	NA	NA	NA	NA	Agropro	Executives	33%	100%	NA		Directors	NA	NA	NA	NA	Directors	100%	NA	100%	NA	Directors	92%	100%	100%		Managers	100%	50%	100%	50%	Managers	92%	100%	92%	50%	Managers	100%	100%	100%		Professionals	27%	33%	29%	40%	Professionals	0%	25%	0%	0%	Professionals	90%	68%	83%		Assistants and Operators	0%	0%	0%	0%	Assistants and Operators	0%	0%	0%	0%	Assistants and Operators	33%	67%	NA		Total	12%	10%	14%	12%	Total	14%	40%	9%	14%	Total	87%	77%	91%		Sovena Oilseeds - Almada Plant	Executives	NA	NA	NA	NA	Monteolivo	Executives	-	-	NA	NA	Sovena Headquarters	Male	33%	100%	50%		Directors	100%	100%	100%	100%	Directors	-	-	NA	NA	Female	92%	100%	100%		Managers	100%	75%	100%	100%	Managers	-	-	0%	NA	<30 years	100%	100%	93%		Professionals	16%	36%	16%	31%	Professionals	-	-	0%	NA	30-51 years	90%	68%	93%		Assistants and Operators	0%	0%	0%	100%	Assistants and Operators	-	-	0%	0%	>51 years	33%	67%	33%		Total	10%	50%	9%	53%	Total	-	-	0%	0%	Total	87%	77%	90%		Sovena Spain – Plasencia Plant	Executives	NA	NA	NA	NA		Executives						Executives					Directors	100%	NA	100%	NA	Directors					Directors					Managers	0%	NA	0%	NA	Managers					Managers					Professionals	0%	0%	0%	0%	Professionals					Professionals					Assistants and Operators	0%	0%	0%	0%	Assistants and Operators					Assistants and Operators					Total	6%	0%	7%	0%	Total					Total				
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GRI 400 – SOCIAL DISCLOSURES

CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING

LOCATION OR COMMENT

GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY

103	Management approach	Universal accessibility for people with disabilities.	Code of Ethics and Conduct																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
		Protocols against sexual and gender- based harassment	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.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
			Although we do not have at this moment any specific program to integration of people with disabilities, the position on this topic is reflected in our Code of Ethics																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
405-1	Diversity of governance bodies and employees		<table><tr><th colspan="2"></th><th colspan="4">2020</th><th colspan="4">2021</th><th colspan="2"></th><th colspan="4">2020</th><th colspan="4">2021</th><th colspan="2"></th><th colspan="4">2020</th><th colspan="4">2021</th></tr><tr><th colspan="2"></th><th colspan="2"></th><th>M</th><th>F</th><th>M</th><th>F</th><th colspan="2"></th><th colspan="2"></th><th>M</th><th>F</th><th>M</th><th>F</th><th colspan="2"></th><th>M</th><th>F</th><th>M</th><th>F</th><th colspan="2"></th><th>M</th><th>F</th><th>M</th><th>F</th></tr><tr><td rowspan="6">Sovena Spain – Brenes Plant</td><td>Executives</td><td colspan="2"></td><td>100%</td><td>0%</td><td>100%</td><td>0%</td><td rowspan="6">Sovena Mena [Tunisia]</td><td>Executives</td><td colspan="2"></td><td>-</td><td>-</td><td>NA</td><td>NA</td><td rowspan="6">Industrias San Pedro</td><td>Executives</td><td colspan="2"></td><td>NA</td><td>NA</td><td>NA</td><td>NA</td><td rowspan="6">Sovena 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	Assistants and Operators			98%	2%	98%	2%		Assistants and Operators			67%	33%	67%	33%		>51 years			25%	75%	27%	73%		>51 years			25%	75%																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
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Sovena Spain – Plasencia Plant	Executives			NA	NA	NA	NA	Sovena Spain – Plasencia Plant	Executives			NA	NA	NA	NA	Sovena Spain – Plasencia Plant	Executives			NA	NA	NA	NA	Sovena Spain – Plasencia Plant	Executives			NA	NA																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
	Directors			100%	0%	100%	0%		Directors			100%	0%	100%	0%		Directors			100%	0%	100%	0%		Directors			100%	0%																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
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	Professionals			25%	75%	33%	67%		Professionals			25%	75%	33%	67%		Professionals			25%	75%	33%	67%		Professionals			25%	75%																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
	Assistants and Operators			55%	45%	49%	51%		Assistants and Operators			55%	45%	49%	51%		Assistants and Operators			55%	45%	49%	51%		Assistants and Operators			55%	45%																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
	Total			56%	44%	53%	47%		Total			56%	44%	53%	47%		Total			56%	44%	53%	47%		Total			56%	44%																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																



GRI 400 – SOCIAL DISCLOSURES

CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING

LOCATION OR COMMENT

GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY

405-1	Diversity of governance bodies and employees																									
					2020			2021				2020			2021											
<30	30-51	>51	<30	30-51	>51	<30	30-51	>51	<30	30-51		>51														
					Sovena Spain – Brenes Plant	Executives	10%	100%	0%	0%	100%	0%	Nutrifarms	Executives	0%	100%	0%	NA	NA	NA						
						Directors	0%	17%	83%	0%	17%	83%		Directors	36%	57%	7%	0%	0%	100%						
						Managers	0%	68%	32%	0%	82%	18%		Managers	NA	NA	NA	0%	93%	7%						
						Professionals	21%	63%	16%	19%	69%	12%		Professionals	50%	50%	0%	13%	57%	30%						
						Assistants and Operators	10%	56%	34%	9%	64%	27%		Assistants and Operators	18%	50%	32%	8%	49%	43%						
						Total	12%	59%	29%	11%	66%	23%		Total	21%	51%	27%	8%	54%	38%						
					Sovena Consumer Goods – Barreiro Plant	Executives	NA	NA	NA	NA	NA	NA	Monteolivo	Executives	NA	NA	NA	NA	NA	NA						
						Directors	0%	100%	0%	0%	100%	0%		Directors	NA	NA	NA	NA	NA	NA						
						Managers	0%	88%	13%	0%	89%	11%		Managers	0%	100%	0%	0%	100%	0%						
						Professionals	30%	55%	15%	11%	79%	11%		Professionals	0%	0%	100%	0%	0%	100%						
						Assistants and Operators	5%	63%	32%	3%	71%	27%		Assistants and Operators	0%	33%	67%	0%	67%	33%						
						Total	9%	64%	27%	4%	74%	22%		Total	NA	40%	60%	0%	60%	40%						
					Sovena Oilseeds - Andújar Plant	Executives	NA	NA	NA	NA	NA	NA	Industrias San Pedro	Executives	NA	NA	NA	NA	NA	NA						
						Directors	NA	NA	NA	NA	NA	NA		Directors	NA	NA	NA	NA	NA	NA						
						Managers	0%	56%	44%	0%	73%	27%		Managers	NA	NA	NA	NA	NA	NA						
						Professionals	10%	67%	24%	5%	84%	11%		Professionals	0%	0%	100%	NA	NA	NA						
						Assistants and Operators	17%	60%	23%	13%	67%	20%		Assistants and Operators	NA	NA	NA	0%	100%	0%						
						Total	15%	60%	25%	11%	70%	19%		Total	0%	0%	100%	0%	100%	0%						
					Sovena Oilseeds - Almada Plant	Executives	NA	NA	NA	NA	NA	NA	Sovena Brazil	Executives	NA	NA	NA	NA	NA	NA						
						Directors	0%	67%	33%	0%	67%	33%		Directors	0%	100%	0%	0%	100%	0%						
						Managers	0%	100%	0%	0%	100%	0%		Managers	0%	100%	0%	0%	100%	0%						
						Professionals	7%	43%	50%	16%	44%	41%		Professionals	33%	67%	0%	20%	80%	0%						
						Assistants and Operators	18%	55%	26%	18%	56%	26%		Assistants and Operators	0%	100%	0%	0%	100%	0%						
						Total	13%	56%	31%	15%	56%	29%		Total	5%	95%	0%	5%	95%	0%						
					Sovena Spain – Plasencia Plant	Executives	NA	NA	NA	NA	NA	NA	Agropro	Executives	0%	25%	75%	NA	NA	NA						
						Directors	0%	150%	200%	0%	100%	0%		Directors	0%	50%	50%	0%	0%	100%						
						Managers	0%	50%	0%	0%	67%	33%		Managers	6%	77%	16%	0%	50%	50%						
						Professionals	0%	50%	0%	0%	100%	0%		Professionals	19%	70%	12%	29%	57%	14%						
						Assistants and Operators	21%	168%	21%	0%	71%	29%		Assistants and Operators	8%	25%	67%	20%	80%	0%						
						Total	18%	162%	27%	0%	74%	26%		Total	12%	61%	28%	18%	59%	24%						
					Sovena Mena [Tunisia]	Executives	-	-	-	NA	NA	NA	Sovena Headquarters	Male	0%	25%	75%	0%	67%	33%						
						Directors	-	-	-	0%	0%	100%		Female	0%	50%	50%	0%	69%	31%						
						Managers	-	-	-	0%	100%	0%		<30 years	6%	77%	16%	0%	88%	12%						
						Professionals	-	-	-	0%	100%	0%		30-51 years	19%	70%	12%	21%	65%	14%						
						Assistants and Operators	-	-	-	50%	50%	0%		>51 years	8%	25%	67%	9%	64%	27%						
						Total	-	-	-	14%	71%	14%		Total	12%	61%	28%	12%	71%	17%						
					Sovena USA	Executives	0%	100%	0%	0%	100%	0%														
						Directors	0%	0%	100%	0%	0%	100%														
						Managers	4%	39%	57%	0%	45%	55%														
						Professionals	18%	41%	41%	16%	46%	38%														
						Assistants and Operators	14%	49%	36%	14%	58%	28%														
						Total	13%	45%	42%	12%	52%	36%														
						Sovena does not have at the moment any concrete program for the promotion and reception of people with disabilities, but we have several employees with disabilities internally.																				
						However, we have a Certificate of Alternative Measures, where, through the Centro Especial de Empleo, a team of people with disabilities supports our activity (FUTUREM- Serviços de empleo SL).																				



GRI 400 – SOCIAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT
GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY			
405-2	Ratio of basic salary and remuneration	Not reported to ensure confidentiality (is necessary to have at least 4 people per category)	
GRI 406 – NON-DISCRIMINATION			
103	Management approach	Universal accessibility for people with disabilities. Protocols against sexual and gender-based harassment. Promotion of and compliance with the provisions of basic ILO conventions related to respect for freedom of association and the right to collective bargaining	Code of Ethics and Conduct
406-1	Incidents of discrimination and corrective actions taken	Equality: protocols against sexual and gender- based harassment, policy against all types of discrimination.	Zero incidents of discriminations, no legal actions or complaints registered.
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
103	Management approach	Promotion of and compliance with the provisions of basic ILO conventions related to respect for freedom of association and the right to collective bargaining	Code of Ethics and Conduct
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Subcontracting and suppliers: consideration of their social and environmental responsibility in relations with suppliers and subcontractors	Code of Ethics and Conduct
GRI 408: CHILD LABOR			
103	Management approach	Promotion of and compliance with the provisions of basic ILO conventions related to respect for freedom of association and the right to collective bargaining	Code of Ethics and Conduct

GRI 400 – SOCIAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT
GRI 409 – FORCED AND COMPULSORY LABOR			
103	Management approach	Promotion of and compliance with the provisions of basic ILO conventions related to respect for freedom of association and the right to collective bargaining	Code of Ethics and Conduct
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Application of due diligence procedures vis-à-vis human right; prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress possible abuses; elimination of forced and compulsory labour; the effective abolition of child labour.	Sovena works in partnership with its suppliers for the success, responsibility, and sustainability of the entire supply chain. Our sourcing policy applies to all suppliers along the entire value chain and includes a set of key standards that our suppliers must comply with, namely: Legal, tax and social obligations; Create social benefits, respecting and guaranteeing Human Rights together with all its stakeholders. Sourcing and purchasing Policy available here :
GRI 4-10: SECURITY PRACTICES			
103	Management approach	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.	Code of Ethics and Conduct
410-1	Security personnel trained in human rights policies or procedures	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.	Ethics Officer appointed in 2021; Training under the Equality Plan (Contents: Legislation; Human Rights; Harassment; Equality).
GRI 4-11: RIGHTS OF INDIGENOUS PEOPLES			
411-1	Incidents of violations involving rights of indigenous peoples		N/A

40

GRI 400 – SOCIAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT
GRI 4-13 – LOCAL COMMUNITIES			
103	Management approach	Relations maintained with local community agents and arrangements for dialogue with them	“Engage and energize the local ecosystem” Code of Ethics and Conduct
413-1	Operations with local community engagement, impact assessments, and development programs		“Engage and energize the local ecosystem”
413-2	Operations with significant actual and potential negative impacts on local communities		“Engage and energize the local ecosystem - Continuous study of atmospheric odour”
GRI 4-14 – SUPPLIER SOCIAL ASSESSMENT			
103	Management approach	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.	“Common ground” “Produce food in a sustainable way” Sovena aims for a sustainable supply chain, working towards both environmental and social sustainability along Sovena’s supply chain. This strategic priority was reinforced by the results of the stakeholder consultation in 2021, being identified as a relevant issue. The Sourcing and Purchasing Policy was reviewed and published and includes a set of standards that our suppliers have to comply with, to assure the responsibility and sustainability on the entire supply chain. Sourcing and Purchasing Policy
414-1	New suppliers that were screened using social criteria	Application of human rights due diligence procedures	Sovena is committed in developing the best approach to the selection and evaluation of suppliers, according to environmental and other sustainability criteria.
414-2	Negative social impacts in the supply chain and actions taken		Code of Ethics and Conduct The Supplier Homologation process is initiated whenever there is a need for a new supplier. Briefly, it consists of a prior commercial validation, followed by a technical validation (documentary or by visit, depending on the supplier’s risk classification). Once approved, a continuous evaluation is made based on their performance

GRI 400 – SOCIAL DISCLOSURES		CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING	LOCATION OR COMMENT
GRI 4-16 – CUSTOMER HEALTH AND SAFETY			
103	Management approach		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.
416-1	Assessment of the health and safety impacts of product and service categories	Consumers: measures for consumer health and safety, claims systems, complaints received and their resolution.	100% of products assessed “Common ground” “Certifications”
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Consumers: measures for consumer health and safety, claims systems, complaints received and their resolution.	“Common ground” “Certifications” Sovena did not identify any incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services.
GRI 4-17- MARKETING AND LABELLING			
417-1	Requirements for product and service information and labelling		Information on the safe use of the product or service: • Fula – In the Portuguese market the maximum recommended frying temperature is indicated Disposal of the product and environmental or social impacts: • Fula in the Portuguese market with information on the disposal of Used Cooking Oils and the appropriate recycling bin Other information’s: • Incorporation of R-PET in Fula and Oliveira da Serra brands for the domestic market – Portugal • Oliveira da Serra boxes with FSC certification
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			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Consumers: measures for consumer health and safety, claims systems, complaints received and their resolution	There is a communication channel, with no incidence. The procedure is described in the Code of Ethics. Code of Ethics and Conduct



SECTORIAL PERFORMANCE INDICATORS – FOOD PROCESSING

DISCLOSURE		LOCATION OR COMMENT																																								
PROCUREMENT/SOURCING PRACTICES																																										
FP1	Percentage of purchased volume from suppliers compliant with company’s sourcing policy	For Sovena, having strong, long-term relationships with its most strategic suppliers is a critical step in improving performance and generating greater cost efficiencies that can help the business grow. We select all our partners carefully based on their products, quality, supply chain efficiency, financial structure and effort to create a stable supply. We carry out several audits to potential and current suppliers (raw materials, packaging, chemicals, installations, certification norms, among others). To this end, Sovena counts with a group of wide experienced auditors, experts in different fields that cover almost all of the required know-how. We also valorise partnerships that create value through innovation.																																								
FP2	Percentage of purchased volume, which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standard	100% of our purchased volume is compliant with our sourcing policy.																																								
		<table><tr><td rowspan="2">Sovena Spain – Brenes Plant</td><td>Organic olive oil</td><td>2%</td><td rowspan="2">Sovena Mena</td><td>Organic olive oil</td><td>56%</td></tr><tr><td></td><td></td><td></td><td></td></tr><tr><td rowspan="2">Sovena Consumer Goods – Barreiro Plant</td><td>Organic olive oil</td><td>1%</td><td rowspan="2">Sovena USA</td><td>Organic sunflower oil</td><td>89%</td></tr><tr><td></td><td></td><td></td><td>Organic canola oil</td><td>0,3%</td></tr><tr><td rowspan="3">Sovena Oilseeds – Almada Plant</td><td>Sustainable rapeseed - ISCC Certification</td><td>100%</td><td rowspan="3">Agropro</td><td>Organic soy oil</td><td>0,1%</td></tr><tr><td>Sustainable rapeseed oil - ISCC Certification</td><td>100%</td><td>Organic olive oil</td><td>7%</td></tr><tr><td>Sustainable used cooking oil - ISCC Certification</td><td>100%</td><td>Sustainable rapeseed - ISCC Certification</td><td>100%</td></tr></table>						Sovena Spain – Brenes Plant	Organic olive oil	2%	Sovena Mena	Organic olive oil	56%					Sovena Consumer Goods – Barreiro Plant	Organic olive oil	1%	Sovena USA	Organic sunflower oil	89%				Organic canola oil	0,3%	Sovena Oilseeds – Almada Plant	Sustainable rapeseed - ISCC Certification	100%	Agropro	Organic soy oil	0,1%	Sustainable rapeseed oil - ISCC Certification	100%	Organic olive oil	7%	Sustainable used cooking oil - ISCC Certification	100%	Sustainable rapeseed - ISCC Certification	100%
Sovena Spain – Brenes Plant	Organic olive oil	2%	Sovena Mena	Organic olive oil	56%																																					
Sovena Consumer Goods – Barreiro Plant	Organic olive oil	1%	Sovena USA	Organic sunflower oil	89%																																					
					Organic canola oil	0,3%																																				
Sovena Oilseeds – Almada Plant	Sustainable rapeseed - ISCC Certification	100%	Agropro	Organic soy oil	0,1%																																					
	Sustainable rapeseed oil - ISCC Certification	100%		Organic olive oil	7%																																					
	Sustainable used cooking oil - ISCC Certification	100%		Sustainable rapeseed - ISCC Certification	100%																																					
FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	“Common ground” “Certifications”																																								
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	”Encourage informed food choices and diverse diets”																																								
PRODUCT AND SERVICE LABELING																																										
DMA (FORMER FP8)	Policies and practices on communication to consumers about ingredients and nutritional information beyond legal requirements	”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/fula-3as-equilibrio/																																								

	AGRICULTURE	OIL SEEDS			CONSUMER GOODS			
	Marmelo Mill Portugal	Almada Portugal	Andújar Spain	Barreiro Portugal	Brenes Spain	Rome USA	Bir El Kassaa Tunisia	Plasencia Spain
FOOD SAFETY								
BRCS			●	●	●		●	●
IFS			●		●		●	●
SQF						●		
GMP		●						
ISO 22000	●							
QUALITY								
ISO 9001		●	●	●	●			●
ISO 17025					●	●		
ENVIRONMENT AND SUSTAINABILITY								
ISO 14001	●		●		●			
ISCC		●	●	●				
Integrated Production	●							
GLOBAL MARKETS								
KOSHER		●	●	●	●	●	●	
HALAL			●		●			
EAC				●	●			●
FDA Registry			●	●	●	●	●	●
Organic Olive Oil (EU)				●	●			
Organic Olive Oil (Brazil)				●	●			
Organic Olive Oil (Japan)					●			
Organic Olive Oil (USDA)					●	●	●	
Organic Olive Oil (TN)							●	
NON-GMO			●			●		
Foreign Supplier Verification Program (FSVP)					●			
Voluntary Qualified Importer Program (VQIP)						●		



NUTRINVESTE · SOCIEDADE GESTORA DE PARTICIPAÇÕES SOCIAIS, S.A.

SUSTAINABILITY REPORT RELATIVO AO ANO FINDO EM 31 DE DEZEMBRO DE 2021

ACOMPANHADO DO RELATÓRIO INDEPENDENTE DE GARANTIA LIMITADA DE FIABILIDADE

Deloitte.

Deloitte & Associados, SROC S.A.

Registo na OROC nº 43

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RELATÓRIO INDEPENDENTE DE GARANTIA LIMITADA DE FIABILIDADE

Ao Conselho de Administração da

Nutrinveste – Sociedade Gestora de Participações Sociais, S.A.

Introdução

Fomos contratados pelo Conselho de Administração da Nutrinveste – Sociedade Gestora de Participações Sociais, S.A. (“Nutrinveste”) para a realização da revisão da informação de sustentabilidade incluída no relatório de Sustentabilidade 2021, relativamente ao cumprimento dos requisitos de divulgação de informação de sustentabilidade definidos pelas normas da Global Reporting Initiative, GRI Standards, para a opção "In accordance - core", relacionada com os aspetos materiais de sustentabilidade, incluindo a fiabilidade da informação relativa a 2021.

Responsabilidades

O Conselho de Administração da Nutrinveste - SGPS, S.A. é responsável pela elaboração do Relatório e pela definição de critérios adequados, bem como pela manutenção de um sistema de controlo interno e pelos sistemas e processos adequados à captura e processamento de informação para assegurar uma adequada preparação do Relatório. A nossa responsabilidade consiste em emitir um relatório de garantia limitada de fiabilidade, profissional e independente, baseado nos procedimentos realizados e especificados na secção “Âmbito”.

Âmbito

Realizámos a nossa revisão 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*, referente a trabalhos de garantia de fiabilidade que não sejam auditorias ou exames simplificados de informação financeira histórica, para um nível de garantia limitada de fiabilidade, e demais normas e orientações técnicas e éticas da Ordem dos Revisores Oficiais de Contas. Esta 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 incluída no Relatório está isenta de distorções materialmente relevantes.

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Os nossos procedimentos consistiram em:

– Entrevistas a colaboradores do Grupo Nutrinveste responsáveis pela elaboração do Relatório e pelos dados reportados, de forma a conhecer e compreender os princípios, sistemas e procedimentos de gestão e reporte aplicados, bem como os mecanismos de controlo associados;

– Revisão dos processos, critérios e sistemas utilizados para recolher, consolidar, apresentar e validar os dados revistos por nós relativos à informação para 2021;

– Revisão da conformidade e consistência do conteúdo do Relatório com as Normas GRI, para a opção "de acordo – Essencial", relativos aos requisitos de divulgação de informação; e

– Revisão analítica de dados e execução de testes numa base de amostragem, dos cálculos realizados pela Nutrinveste, relativos aos dados quantitativos, bem como testes para corroborar os dados quantitativos e qualitativos incluídos no âmbito do nosso trabalho, através da obtenção e revisão de evidências associadas.

Os procedimentos efetuados num trabalho de garantia limitada de fiabilidade são significativamente mais reduzidos do que os procedimentos efetuados num trabalho de garantia razoável de fiabilidade, por conseguinte, é obtida menos segurança do que no trabalho de garantia razoável de fiabilidade. Consequentemente, não expressamos uma opinião sobre o Relatório.

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

Independência e controlo de qualidade

Na realização do nosso trabalho, cumprimos com os requisitos aplicáveis do Código de Ética emitido pela Ordem dos Revisores Oficiais de Contas, que é baseado nos princípios fundamentais de integridade, objetividade, competência profissional, zelo, confidencialidade e comportamento profissional.

Aplicamos a Norma Internacional de Controlo de Qualidade 1 e, como tal, mantemos um sistema de controlo de qualidade incluindo políticas e procedimentos documentados relativos ao cumprimento com requisitos éticos, normas profissionais e requisitos legais e regulatórios aplicáveis.

Conclusão

Com base no trabalho realizado, e descrito no âmbito do nosso trabalho, nada chegou ao nosso conhecimento que nos leve a concluir que a informação sobre sustentabilidade incluída no Relatório de Sustentabilidade da Nutrinveste - SGPS, S.A., não tenha sido preparada, em todos os aspetos materialmente relevantes, em conformidade com os requisitos de divulgação das normas GRI para a opção " *In accordance - core*".

Lisboa, 30 de junho de 2022

João Carlos Reis Belo Frade

Deloitte & Associados, SROC S.A.

Representada por João Carlos Reis Belo Frade, ROC

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Feeding Futures

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, income taxes, 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 2020 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 Italy, Sovena Brasil, Agropuro (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

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,

The carbon sink of the Olive Groves in Portugal and Morocco was calculated.



EMISSION FACTORS		FACTOR	VALUE	UNIT	SOURCE
STATIONARY AND MOBILE COMBUSTION					
Mobile Combustion	Diesel	EF CO ₂	74.41	kg CO ₂ /GJ	NIR 2021
		EF CH ₄	0.00111	kg CH ₄ /GJ	NIR 2021
		EF N ₂ O	0.0024	kg N ₂ O/GJ	NIR 2021
	Gasoline	EF CO ₂	72.03	kg CO ₂ /GJ	NIR 2021
		EF CH ₄	0.01237	kg CH ₄ /GJ	NIR 2021
		EF N ₂ O	0.0015	kg N ₂ O/GJ	NIR 2021
Cargo ship - general cargo	EF CO ₂ e	0.01323	kg CO ₂ e/t.km	DEFRA 2021	
Cargo ship - bulk carrier	EF CO ₂ e	0.00354	kg CO ₂ e/t.km	DEFRA 2021	
Road vehicle articulated (>3,5-33t)	EF CO ₂ e	0.12626	kg CO ₂ e/t.km	DEFRA 2021	
Stationary combustion	Natural gas	LHV	0.038	GJ/t ³	APA 2013
		EF CO ₂	56.60	kg CO ₂ /GJ	APA 2013
		OF	0.9950	-	APA 2013
	Diesel	LHV	43.07	GJ/t	APA 2013
		Density	0.843	t/m ³	DEFRA 2021
		EF CO ₂	74.10	kg CO ₂ /GJ	APA 2013
		OF	0.990	-	APA 2013
	Gasoline	LHV	44	GJ/t	APA 2013
		Density	0.742	t/m ³	DEFRA 2021
		EF CO ₂	73.7	kg CO ₂ /GJ	APA 2013
		OF	0.990	-	APA 2013
	Propane	LHV	48	GJ/t	APA 2013
EF CO ₂		63.1	kg CO ₂ /GJ	APA 2013	
Business travel	Short haul Economic class	EF CO ₂ e	0.09245	kg CO ₂ e/p.km	GHG PROTOCOL
	Short haul Business class	EF CO ₂ e	0.13867	kg CO ₂ e/p.km	GHG PROTOCOL
	Long haul Economic class	EF CO ₂ e	0.08263	kg CO ₂ e/p.km	GHG PROTOCOL
	Long haul Business class	EF CO ₂ e	0.23963	kg CO ₂ e/p.km	GHG PROTOCOL

EMISSION FACTORS	FACTOR	VALUE	UNIT	SOURCE
WASTE TREATMENT				
Industrial waste treatment (landfill)	EF CH ₄	0.03741	t CH ₄ /t _{waste}	NIR 2021
Industrial waste treatment (incineration)	EF CO ₂	1.59398	t CO ₂ /t _{waste}	NIR 2021
	EF CH ₄	0.00023	t CH ₄ /t _{waste}	NIR 2021
	EF N ₂ O	0.0001	t N ₂ O/t _{waste}	NIR 2021
ELECTRICITY SUPPLIER				
EDP comercial	EF CO ₂	199.70	g CO ₂ /kWh	EDP
Iberdrola	EF CO ₂	98.00	g CO ₂ /kWh	Iberdrola
Galp Energia Spain	EF CO ₂	270.88	g CO ₂ /kWh	Galp
Endesa SAL	EF CO ₂	180.00	g CO ₂ /kWh	Endesa
Brazil	EF CO ₂	61.70	g CO ₂ /kWh	Climate Transparency
USA	EF CO ₂	352.50	g CO ₂ /kWh	EPA
STEG (Tunisia)	EF CO ₂	462.70	g CO ₂ /kWh	Sunearthtools.com
Morocco	EF CO ₂	717.77	g CO ₂ /kWh	Sunearthtools.com



Emission Factors	Factor	Value	Unit	Source
PURCHASE GOODS & SERVICES				
Ammonium nitrate	EF CO ₂ e	1112	t CO ₂ e/t	fertilizerseurope.com
Calcium nitrate	EF CO ₂ e	9510	t CO ₂ e/t	fertilizerseurope.com
Urea	EF CO ₂ e	1611	t CO ₂ e/t	fertilizerseurope.com
Hexane	EF CO ₂ e	0.723	t CO ₂ e/t	European Commission: Standard values for emission factors, V1.0.
Caustic soda	EF CO ₂ e	0.469	t CO ₂ e/t	European Commission: Standard values for emission factors, V1.0.
Hydrochloric acid	EF CO ₂ e	0.750	t CO ₂ e/t	European Commission: Standard values for emission factors, V1.0.
Methanol	EF CO ₂ e	1.980	t CO ₂ e/t	Biograce v4d, 2014
Phosforic acid	EF CO ₂ e	3.010	t CO ₂ e/t	European Commission: Standard values for emission factors, V1.0.
Sulphuric acid	EF CO ₂ e	0.430	kg CO ₂ eq/kg	European Commission: Standard values for emission factors, V1.0.
Nitrate	EF CO ₂ e	0.0004	t CO ₂ e/t	winipeg.ca
Ferric sulphate	EF CO ₂ e	0.328	t CO ₂ e/t	Kent Academic Repository
NPK compound	EF CO ₂ e	7.470	kg CO ₂ e/kg N	IFA 2011
Biofuel	EF CO ₂	9.450	kg CO ₂ /t	EPA
	EF CH ₄	0.140	kg CH ₄ /t	EPA
	EF N ₂ O	0.010	kg N ₂ O/t	EPA
Glass	EF CO ₂ e	1.04	t CO ₂ e/t	BA Glass
Rigid plastic	EF CO ₂ e	3.28	t CO ₂ e/t	DEFRA 2021
Metal cans	EF CO ₂ e	3.10	t CO ₂ e/t	DEFRA 2021
Cardboard	EF CO ₂ e	0.82	t CO ₂ e/t	DEFRA 2021
Cardboard recycled	EF CO ₂ e	0.72	t CO ₂ e/t	DEFRA 2021
PET	EF CO ₂ e	4032.39	kgCO ₂ e/t	DEFRA 2021
rPET	EF CO ₂ e	3125.27	kgCO ₂ e/t	DEFRA 2021
LDPE	EF CO ₂ e	2600.64	kgCO ₂ e/t	DEFRA 2021
HDPE	EF CO ₂ e	3269.84	kgCO ₂ e/t	DEFRA 2021
PP	EF CO ₂ e	3104.73	t kgCO ₂ e/t	DEFRA 2021
Label and back label	EF CO ₂ e	2.92	gCO ₂ e/label	Sovena

Emission Factors	Factor	Value	Unit	Source
PURCHASE GOODS & SERVICES				
Olive oil production (Portugal)	EF CO ₂ e	1.576	kg CO ₂ e/ l _{oliveoil}	CIRIAF 2015
Olives production (Portugal)	EF CO ₂ e	0.188	kg CO ₂ e/ kg _{oliveoil}	Feliciano M., et al, 2014
Rapessed oil production	EF CO ₂ e	1270	kg CO ₂ e/ t	Anda Fridrihsone et al., 2020
Corn oil production	EF CO ₂ e	3.32	kg CO ₂ e/ kg	Bilan GES ADEME, Agribalyse
Sunflower oil production	EF CO ₂ e	1.64	kg CO ₂ e/ kg	Our world in data - Food: greenhouse gas emissions across the supply chain
Peanut oil production	EF CO ₂ e	7.516	kg CO ₂ e/ kg	Our world in data - Food: greenhouse gas emissions across the supply chain
Soy oil production	EF CO ₂ e	2.5	kg CO ₂ e/ kg	Our world in data - Food: greenhouse gas emissions across the supply chain
Sunflower oilseeds production	EF CO ₂ e	0.93	kg CO ₂ e/ kg _{oilseeds}	Carboncloud.com
Rapeseed oilseeds production	EF CO ₂ e	0.68	kg CO ₂ e/ kg _{oilseeds}	Carboncloud.com

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