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8.

Nurture relationships



We give more flavor to life with the motivation and valorization of Our People, who inspire relationships of trust with each customer and consumer.





8.1 Employees

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Every day we take care of our people. We believe in the value of talent, the strength of the team and that happier people build stronger brands and businesses. Together, we are focused on achieving better results.

WE HIGHLIGHT ★

- 1,167** Employees ¹²
- 40** % Women
- 60** % Men
- 24.4** h Average hours of training per employee
- 21** % Internal recruitment processes (37 processes)
- 9.3** % Employee Turnover
- 100** % Employees have been evaluated
- 62** Accidents at work



We believe that the success of companies largely depends on their people, and for this reason it is our priority to motivate, attract and retain talent. We are committed to ensuring a safe and pleasant working environment, keeping the Company attractive and promoting the development of all our employees.

Currently, the Portuguese labor market presents a challenging context for organizations, highlighting the complexity in

retaining talent, the scarcity of professionals in the market and the difficulty in attracting them. These challenges entail significant risks for the Company, due to the impact they can have if not adequately addressed, especially regarding the satisfaction of our employees, proprietary know-how and talent pool, as well as productivity and the ability to transform and innovate.

Facing this context, we have identified four priority areas of action in our people

management strategy, which will allow us to face the challenges and mitigate the risks identified – organizational culture, training and development, compensation, and employee experience.

Achieving the objectives associated with the areas of strategic action represents the achievement of a set of opportunities that impact and enhance our performance. We want to consolidate our image as a leading employer, and thus we are committed to

¹² The Board of Directors are not included.



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programs such as Talent Seed, in which we provide a learning experience to young talent who, depending on Sumol Compal's needs, may have the opportunity to become our employees (see [careers website](#)).

Optimizing the work experience of our employees presents itself as an opportunity to improve, not only their daily routine and their level of satisfaction, but also to positively impact the personal and family life of each person, enhancing our employer branding. It is worth mentioning the investment in the development of internal talent through the encouragement of learning, development, and acquisition of new skills of our people.

We closely monitor the voluntary turnover rate and its causes, to ensure that in this natural dynamic we do not lose critical talent for the Company. The main reasons for voluntary departure are related to compensation and personal reasons.

In 2023, 100% of Sumol Compal Portugal employees were subject to a performance evaluation. This is a very relevant indicator for the Company's management of careers. We prioritize internal recruitment, and in 2023 we had 37 internal recruitment processes – 21% of the total recruitment processes – of which 68% were promotions.

Salary competitiveness continues to be one of the main factors impacting employee satisfaction and the ability of organizations to attract and retain talent. In this context, since 2021, we have implemented a plan to strengthen salary competitiveness, in line with an external benchmark.

We highlight that as part of our improvement plan, we in 2023, we reinforced of salary



competitiveness in the order of 7% and the implemented a benefits package (see featured initiative).

As part of the training and development of our employees, we highlight the central role of the Sumol Compal Academy, through which we share proprietary knowledge and promote training in critical areas directly related to our business. In 2023, we increased investment by around 50% in the area of training, with the purpose of continuing to



invest in leadership and priority areas, such as the areas of data and digital transformation (→ [Chap. 5.2](#)). This investment resulted in an increase in the average number of training hours per employee – 24.4 hours (vs. 22.1 hours in 2022).

As an example of one of the more than 250 programs promoted by the Academy, this year, we highlight the achievement of a new edition of the Growing Leaders Program (see featured initiative) – and School of Management and Leadership –, the “Conversations on Nutrition” and the “Nutrition and Health Course” (see featured initiative) – School of Fruit and Nutrition of the Sumol Compal Academy.

In 2023, we also resumed the scholarship program (see featured initiative) awarded to employees who wish to invest in their training and strengthen their academic qualifications.

Commitments to EMPLOYEES

To make Sumol Compal a company where everyone wants to work at, attracting and retaining talent

It should be noted that “People” are one of the priority topics of our 2030 Sustainability Agenda (→ [Chap. 6.2](#)) through the commitment to increase employee satisfaction.

“ Investing in the development of our leaders is a strategic priority which we are going to continue to work on in the future. In addition to the impact on the development of leaders, it is important to evaluate the impact on teams themselves. It is fundamental that teams view leaders as facilitators of their work, on a day-to-day basis, but also of their own development and growth. ”



Carla Pombeiro
Head of People

¹³ Os restantes 3% do aumento da massa salarial é referente ao aumento do número de pessoas na Sumol Compal em 2023



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Flexible Benefits Program

In 2023, we implemented a flexible benefits program for our employees. Available across the board, this program allows employees to use a budget to acquire benefits in various areas – education, health, technology, savings, among others.



This program provides a higher degree of freedom to employees, as it allows customization of the compensation package to their individual needs.



Nutrition and Health Training

In 2023, nutrition and health training took place as part of the Training Program for Marketers and UMEX. This program covered three essential dimensions – fruit processing and fruit processing, vegetables, nutrition and health, and consumer information.

This training was designed with the purpose of equipping participants with relevant knowledge that could be applied in their day-to-day activities, especially in their marketing and management roles. Recognizing the importance of our brands' products in the concepts of nutrition, hydration, and pleasure, marketing teams were identified as key recipients.

It was structured into 12 modules, exploring a variety of fundamental topics, from the importance of hydration to the role of food in health and environmental impact. Critical issues such as the consumption of added sugars and the impact of sweeteners on health were also addressed.



Growing Leaders Program

Recognizing that people make the difference in organizations, and that leaders represent a decisive element in the overall performance of the company, we invested in the development of critical management and leadership skills. With this purpose in mind, we conducted a new edition of Growing Leaders program in 2023.

Over three months, we equipped managers, specialists, and senior technicians – totaling 64 trainees – with skills and tools that will allow them to optimize team management, evolve, and increase productivity, contributing positively to their motivation and achievement of their objectives.

In co-creation with our partner Neves de Almeida HR Consulting, we built a program that works, in a practical way, on the four key pillars associated with Sumol Compal leader profile.

In the scope of the program, we held several workshops and two masterclasses, for which we had the personal testimony of rugby coach Tomás Morais and the expertise of Nova SBE Professor Nadim Habib.



António João Eusébio's Scholarship Program

In 2023, we reactivated António João Eusébio's Scholarship Program, so named in honor of our founder. This program aims to encourage and support employees who wish to invest in their education, with the respective costs co-financed by the Company. We received 38 applications from six centers – Almeirim, Carnaxide, Esmoriz, Gouveia, Pombal, and Póvoa de Varzim. We awarded 20 scholarships to employees from each of these centers and from different organizational groups (from operational staff to senior managers). The training actions mainly focused on areas such as Marketing, Management, Logistics, Finance, Sales, and Information Systems.

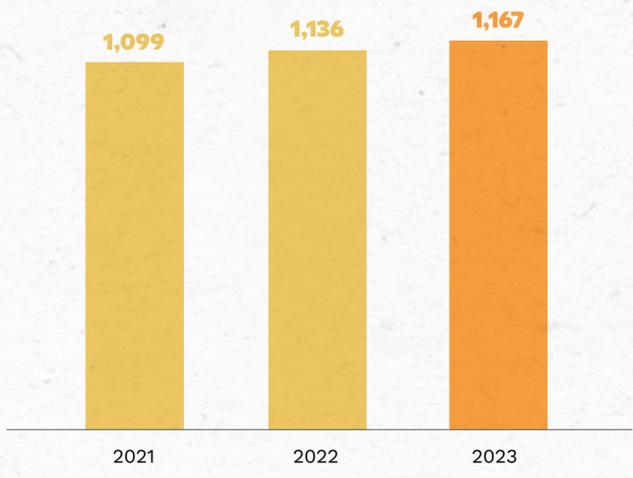


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Our people in Portugal

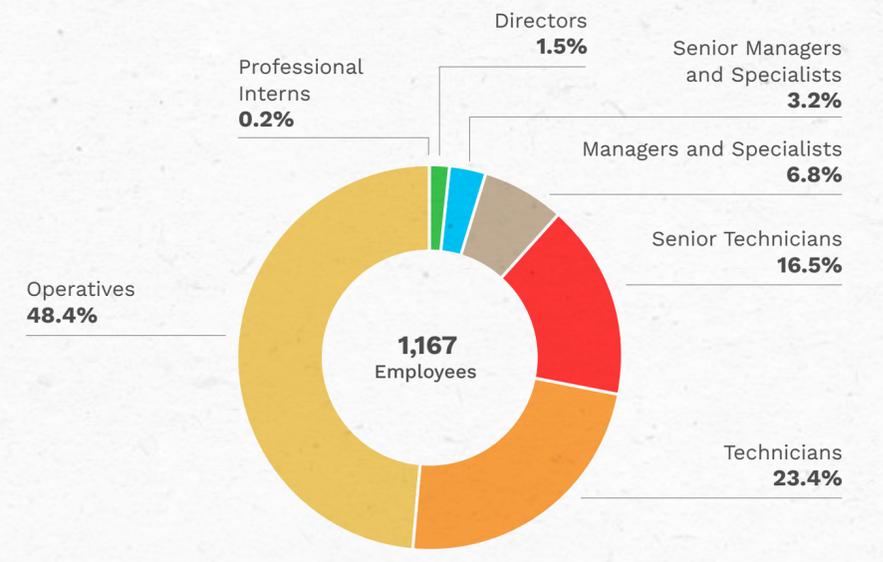
Evolution of number of employees



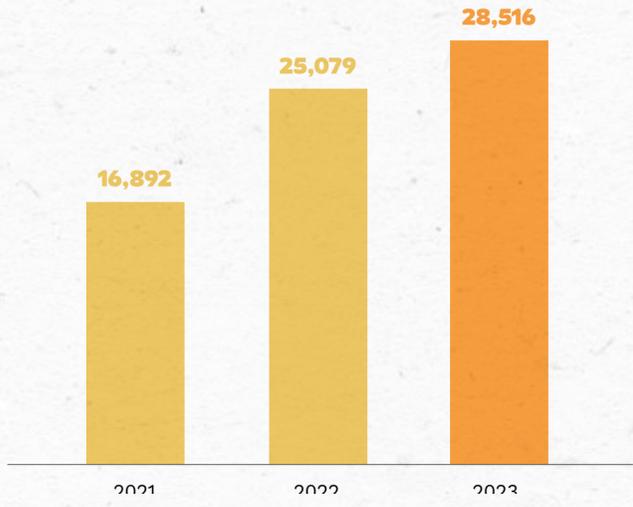
Evolution of the overall rate of people starting and leaving



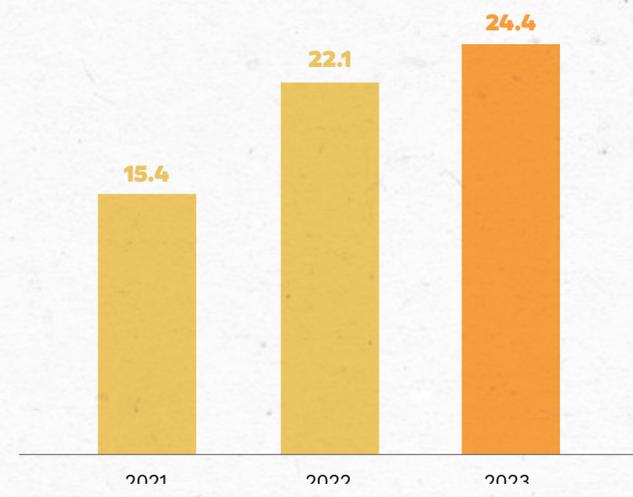
Distribution of employees by organizational group in 2023



Evolution of the number of training hours



Average number of training hours per employee



Turnover

9.3% Turnover

Contractual relationships

90.5% open-ended contracts

9.5% fixed-term contracts

100% full-time employees



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Diversity and inclusion

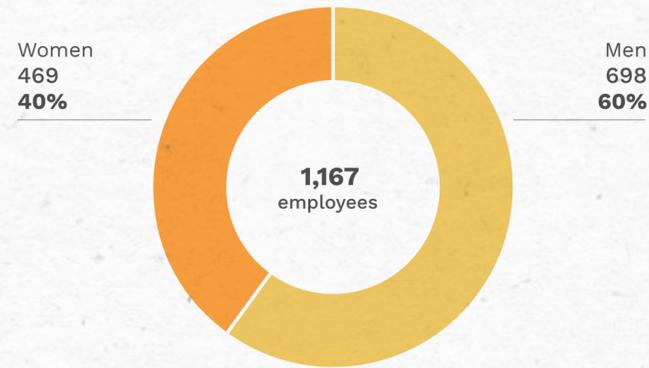
The principle of non-discrimination is instilled in our [Code of Conduct](#) and is part of our concerns.

We have meritocracy as a decisive measure for promotions and career progression, and we have not defined any specific policy to ensure the positive discrimination of either gender.

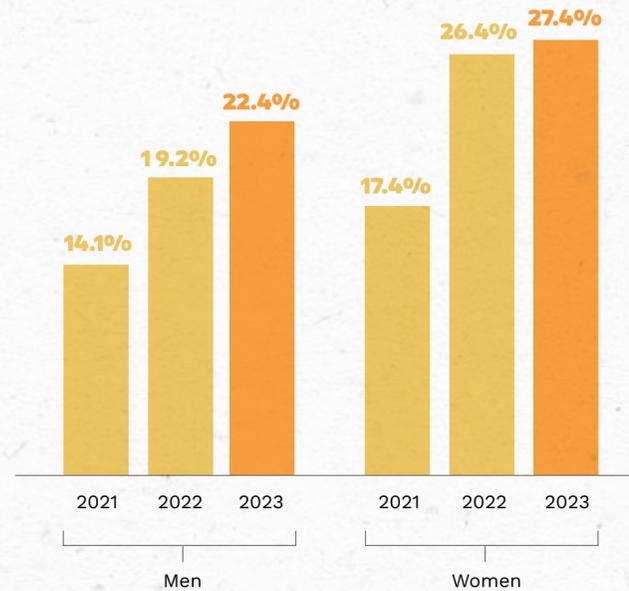
It should be noted that we have been recognized with the award for a company that promotes equal pay for women and men, by the Commission for Equality in Labor and Employment.



Distribution of number of employees by gender in 2023



Evolution of the average number of training hours by gender ⁽¹⁾

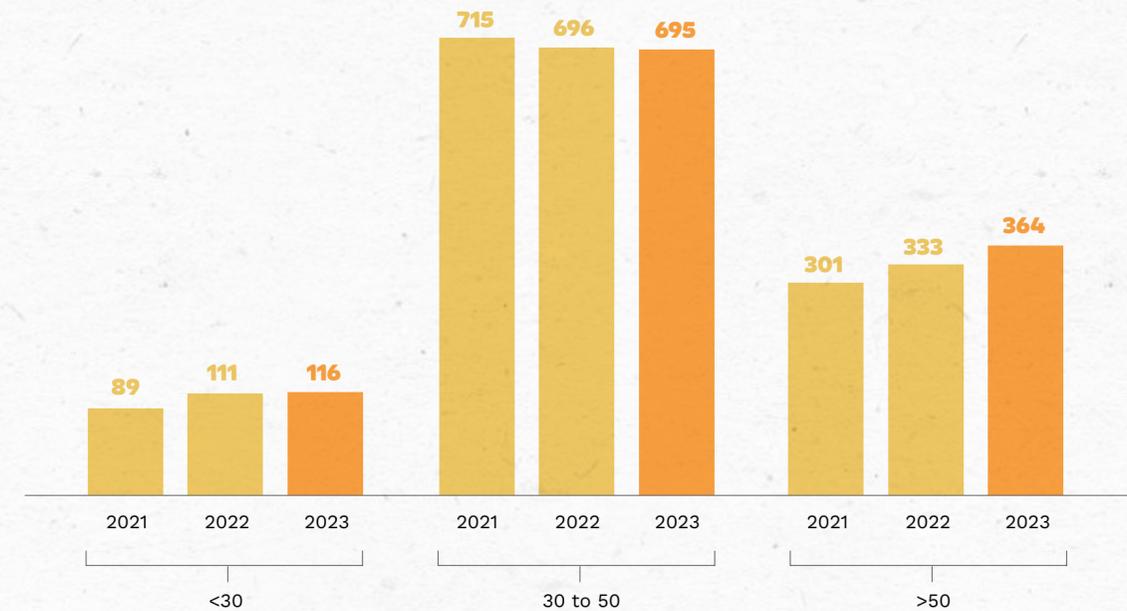


Diversity at Sumol Compal Portugal

Ratio of pay between men and women (m:w) ⁽²⁾

ORGANIZATIONAL GROUP	SALARY GAP 2021	SALARY GAP 2022	SALARY GAP 2023
Directors	16.8%	11.7%	10.3%
Senior Managers and Specialists	7.0%	5.8%	6.7%
Managers and Specialists	-8.1%	-5.4%	-4.8%
Senior Technicians	9.4%	8.1%	5.8%
Technicians	7.5%	8.4%	3.9%
Operatives	5.1%	5.4%	3.4%
Total	5.6%	5.9%	3.6%

Distribution of employees by age group ⁽²⁾



Note 1: The data presented do not include the Board of Directors.

Note 2: Refer to the GRI Table for access to methodological information on the calculation of GRI indicators 2-7, 401-1, and 404-1.



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Health, safety and well-being

Health, safety and well-being is a priority area in our Company, we value the workplace as a safe and privileged space for the prevention of accidents and occupational diseases.

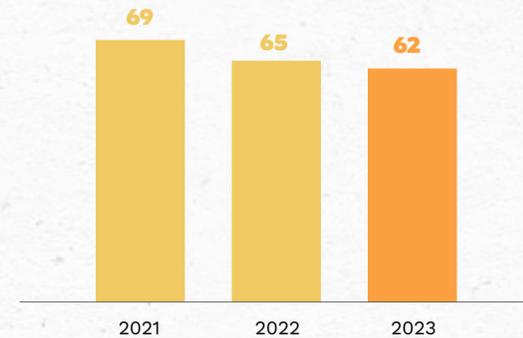
Our focus centers on improving safety indices – in order to reduce the number and severity of accidents at work – as well as improving the quality of life of our employees, their physical and mental health and the management between personal and professional life.

In terms of the performance of the Occupational Safety and Health (OSH) unit, despite the reduction in the number of accidents, there was a slight increase in the overall frequency index (FI) of occupational accidents (30.7 in 2023 vs. 29.4 in 2022), caused by the lower number of hours worked compared to 2022¹⁴.

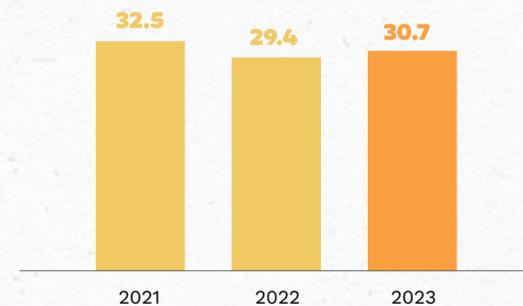
The results obtained reinforce the need to consolidate a top/down safety culture and for employees to recognize the relevance of the topic on a daily basis.

As part of the reinforcement of prevention and control measures, in 2023, we highlight the investment in structuring programs such as: Golden Rules for Health and Safety at Work (HSW); Security Committees; HSW Ambassadors, and Safety Walks.

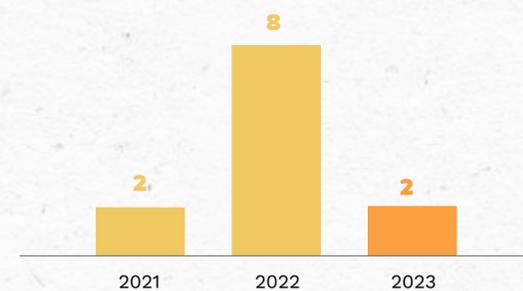
Evolution of the number of accidents at work



Evolution of the overall rate of accidents at work



Evolution of the number of confirmed professional diseases



¹⁴ FI = number of accidents at work/number of hours worked X1000000

Health and Safety Ambassadors

This year, Health and Safety Ambassadors have been appointed as part of a collective mission to eliminate unsafe conditions and behaviors within our company. To achieve this, we have been providing training to our ambassadors, who come from different areas, to promote and ensure the reporting of unsafe situations, and foster their correction.



Safety walks Project

Launched in 2023, Safety Visits project, also known as Safety Walks, takes place monthly with the aim of consolidating the safety culture of the Company and engaging employees in this topic. It is characterized by positively reinforcing safe practices, identifying behavioral patterns, and unsafe working conditions, allowing for proactive action to be taken. These visits last approximately 30 minutes and conclude with the recording of positive behaviors and the definition, together with the employee, of improvement commitments regarding the identified unsafe behaviors.

We value the workplace as a safe and privileged space for the prevention of accidents and occupational diseases. Our focus centers on improving safety indices – in order to reduce the number and severity of accidents at work – as well as improving the quality of life of our employees, their physical and mental health and the management between personal and professional life.





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Considering our purpose (→ [Chap. 2.1](#)), we are committed to promoting food awareness and literacy among our employees.

In 2023, we implemented several initiatives in this regard. Some of these initiatives included the nutrition section in our Newsletter and sessions on food and nutrition as part of the Health and Well-Being Weeks, aimed at all employees and with a more personalized touch.

Nutrition and health in Sumol Compal Newsletter's spotlight

In 2023, we developed articles in the nutrition section of our Newsletter, addressing a variety of topics related to food and health. Throughout the year, our Nutrition and Health team dedicated themselves to creating informative and educational content. Covering a wide range

of topics relevant to the well-being of our employees, the themes were related to some commemorative dates, ranging from tips for a healthy life in the New Year to strategies for

maintaining a balanced routine during the summer holidays. Our goal with this initiative is to empower our employees to make healthier food choices and improve their health in a simple and accessible way.



Health and Well-being Week promotes healthy lifestyle

We believe that a healthy and balanced lifestyle is fundamental for the personal and professional growth of each employee, which is why we create opportunities for everyone to take care of themselves. Based on this premise, we organized another Health and Well-being Week. Each day of the week was dedicated to a theme and an activity, covering mental health, nutrition and diet, and martial arts and physical exercise.



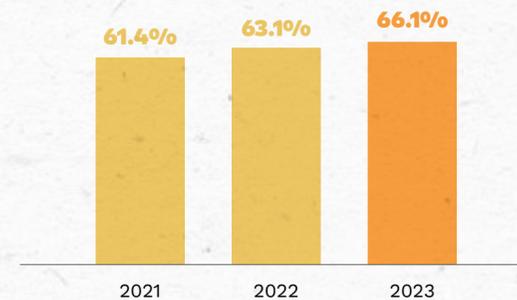
We dedicated sessions to discuss burnout, the importance of emotional management, feedback, and gratitude in organizations. We talked about countering sedentary lifestyles and promoted sessions on topics such as 'Feed Your Productivity,' 'Healthy Snacks for Vacation Time,' and 'Food Waste.' Chi Kung and yoga classes were held. For Padel enthusiasts, we organized the Sumol Compal Tournament, where teams from Almeirim, Carnaxide, and Póvoa de Varzim demonstrated their sporting skills and strengthened bonds through socializing with colleagues.

Employee satisfaction and organizational culture

With the objective to promote a better work experience for our employees, listening tools are essential.

In this sense, in 2023, we carried out a new assessment of the level of satisfaction of our employees. With a participation rate of 62.4%, an overall satisfaction level of 66.1% was obtained, 3 percentage points higher than the comparable value of 2022. It should be noted that we have set ourselves the goal of achieving a satisfaction of over 70% by 2025.

Evolution of the level of employee satisfaction



Among the measures we have been implementing to promote the attraction, motivation, and retention of talent, with an impact on employee satisfaction, is the balance between personal and professional life, through a flexible schedule system and a hybrid work model (40% remote and 60% in-person). These systems are applicable to people whose functions are compatible with

the flexibility of hours and normal functioning of the Company. We also allocate a paid day off to all employees so they can celebrate their birthday with friends and/or family, without the usual work responsibilities.

Regarding the organizational culture, we reflected on the Company's strategic axes and how they were supported in the organizational structure. From this project, several organizational change decisions emerged that were implemented during the year 2023. To consolidate this transition, a management staff meeting took place with the motto "towards the future" (see featured initiative).

We also reflected on the Sumol Compal Culture, where we are and where we want to evolve – what traits we should leverage and develop to achieve the strategy, what are the challenges of the future and what limiting factors we should counteract.

As a result of this reflection, which was carried out in a comprehensive and inclusive way in the organization, we approved a change of our values (→ [Chap. 2.1](#)). In order to better reflect this progress, we are working on the skills model that will align and enhance this cultural transformation that will certainly translate into the way we manage talent.



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Management Meeting 2023: Towards the Future

With the motto 'Towards the Future,' our 2023 management meeting was an important moment to reaffirm our commitment to the pillars of our strategy and celebrate achievements, with a focus on the future.



We are dedicated to investing in the pillars of our strategy - Our People, Sustainability, and Digital Transformation - to ensure a future of growth for our organization. To this end, action plans for the 2023-2025 triennium were established. These plans were carefully developed to ensure that all areas of

the business are aligned with the strategy and working together to achieve the set objectives and our full potential in the coming years. The return to in-person format provided unique and relaxed moments for our people, where sharing and good humor prevailed.



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»» Next steps

Improvement of working conditions through the renovation and increased comfort of physical facilities and reinforcement of technology

2024

Strengthening of salary competitiveness, with a review of salary levels and the variable remuneration component

2025

Reinforcement of the activity of the Sumol Compal Academy - training and development of employees.

2026





8.2 Consumers

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Every day we are inspired by all those who prefer and trust us, our customers and consumers, to create memorable and unique experiences.

WE HIGHLIGHT ★

51 % Sales volume of beverages with no added sugar

1.7 g/100mL Added sugar content in beverages

86 % Annual advertising spend for ranges with added sugar content <2,5 g/100 mL

Attentive to consumer and market trends (→ [Chap. 3.1](#)), we seek daily to innovate (→ [Chap. 5.1](#)) and grow our brands around the world (→ [Chap. 2.2](#)), integrating environmental and social concerns into a single strategy.

The low consumption of fruits and vegetables, coupled with excessive intake of foods with low nutritional density, are associated with an increased risk of chronic diseases, such as obesity. In Portugal, for example, the [Food and Physical Activity Survey](#) (IAN-AF, 2015-2016) indicates that inadequate fruit and vegetable intake affects 75% of the population, with particularly high prevalence among adolescents and children.



Contemporary dietary patterns, characterized by imbalances in the consumption of certain foods and nutrients, present challenges to both health and environment. Examples include excessive sugar consumption, or the disproportionate weight of animal-derived foods compared to vegetables, compounded

by an increasingly demanding context – in terms of food quality and safety, labelling, and environmental concerns, among others.

Aligned with our purpose (→ [Chap. 2.1](#)) to nourish, hydrating, and providing well-being through fruits, vegetables, and water, we are

focused on contributing to a diverse and balanced diet among consumers, offering products that meet the growing demand for a balance between nutrition, naturalness, and taste.



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We offer product options made exclusively with fruits and vegetables, such as juices and snacks, or incorporating these ingredients in their composition, such as nectars and fruit-based beverages, which are developed using processes aimed at preserving the nutritional characteristics of these foods. The consumption of fruits and vegetables is essential in a healthy lifestyle, providing nutrients such as fiber, vitamins, minerals, and compounds with antioxidant action. For this reason, through our products, we aim to facilitate the inclusion of these foods and their nutrients in consumers' diets.

Additionally, we recognize the role of pulses in promoting health and reducing environmental impact, and we seek to promote them in our product range. Given our size and areas of operation, we aim to continue contributing to improving the population's dietary habits. Among these initiatives, we highlight our continuous investment in the development and launch of innovative products (→ [Chap. 5.1](#)), the selection of the best ingredients (→ [Chap. 7.4](#)), the adoption of transparent and rigorous information practices for consumers, as well as collaboration with public entities in implementing integrated strategies for promoting healthy eating.

Our efforts aimed, in addition to nutrition and hydration, to provide pleasure to consumers, as well as to promote socialization and conviviality between people through food.

Nutrition, hydration and well-being

We are committed to actively promoting nutrition, hydration, and well-being in society by encouraging changes in eating habits. In this way, the topic of "Nutrition and well-being" is embodied in our 2030 Sustainability Agenda (→ [Chap. 6.2](#)), through the commitments below.

Commitments NUTRITION, HYDRATION & WELL-BEING

- 1 Improve the nutritional profile of our products
- 2 Promote the adoption of a balanced diet by consumers

Due to the voice, we have, we also take responsibility with our employees and the community (→ [Chap. 8.1](#) and [8.3](#)). For this reason, we carefully build, and always based on science, the informative content that we make available on the different communication platforms where we are present, both internal and external to the Company. Thus, we promote nutrition and food literacy, with the aim of contributing to more conscious and healthy food choices.

On the other hand, sugars are a reality in our beverage portfolio. Naturally present in the fruits that make up juices and other fruit-based beverages, or added, sugars play an important role in the product's organoleptic characteristics. However, moderate

APPROACH TO NUTRITION, HYDRATION & WELL-BEING

NUTRITIONAL PROFILE

2030 Agenda Objective:

- i. Increase the weight of beverages with no added sugars in total sales.
- ii. Increase the annual advertising investment for ranges with added sugar content <2,5g/100 mL.

Implementation of measures to improve the nutritional profile of products, especially by reducing sugar added to nectars and soft drinks.



NUTRITION LITERACY PROGRAMS AND PROMOTION OF HEALTHY LIFESTYLE HABITS

2030 Agenda Objective:

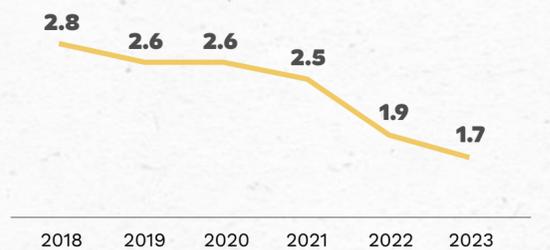
- i. Promote the "Positive Nutrition" program with nutrition schools in Portugal.
- ii. Promote the "Dá Sumo ao Futuro" in primary and secondary schools.

Educational initiatives directed to children and young people in the field of nutrition literacy and promotion of healthy lifestyle habits (→ [Chap. 8.3](#)) and awareness among our employees (→ [Chap. 8.1](#)).

consumption is recommended, and therefore, a journey has been undertaken to reduce the added sugar in our beverages while simultaneously launching ranges without added sugar.

In 2023, we reduced the average added sugar content in our beverages to 1.7 g/100 mL, which corresponds to a reduction of 12.7% compared to the previous year.

Evolution of the average added sugar content in beverages (g/100 mL)





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In recent years we have launched more and more products without added sugar, particularly in juice ranges, such as Compal Fresco and Compal 100% Fruta, drinks with high fruit contents, such as Compal Bom Dia, and in flavored waters, such as Frize Sabores.



51%
of the
volume of our
beverages have
no added
sugar

Quality and food safety

At Sumol Compal, one of our main objectives is to satisfy the needs of our customers and consumers, providing them with quality products and services at the level of excellence.

For this reason, we follow the evolution of standards and invest in the certification (→ [Chap. 9.3](#)) of the food safety system of our plants, choosing the BRCGS – Global Standard for Food Safety standard.

We have an established [Quality and Food Safety Policy](#). This defines, among others, a continuous deepening of knowledge on the subject, the systemic application of methodology and good practices defined in this matter, compliance with legal and regulatory requirements, as well as awareness and training of all employees.

Additionally, we maintain a comprehensive and certified quality and food safety management system dedicated to tracking, recording, analyzing, and resolving consumer complaints.

As part of our global quality and food safety standards, we use approved ingredients and suppliers, following best practices and regulations issued by regulatory authorities. We guarantee the traceability of our products, which allows us to quickly investigate and resolve any incidents in the market. It should be noted that at least once a year, we carry out simulation recalls in all our manufacturing units, together with the Crisis Management Office (CMO), to ensure the readiness to respond to any eventuality.

It should also be noted that we have multiple contact channels for consumers (→ [Chap. 6.4](#)), including information on the packaging, telephone line, email, and website, which ensures fast communication, effective action, and timely resolution of problems.

Considering that the concern with quality and the environment is intrinsic to our organizational culture and fundamental to our success, we have developed a video to be promoted internally and consolidate this culture.

We are also focused on promoting balanced nutrition among the young population. Over the past years, we have reformulated ranges specifically targeted at them, such as Um Bongo, which was once a soft drink, evolved into a nectar with added sugar, and is now composed of 80% fruit and 20% water. Additionally, we launched Compal Essencial Kids, a fruit snack with added carrot to enhance children's consumption of vegetables.

Also noteworthy is the fact that our work is not limited to beverages. We have also aimed to optimize the nutrition of our Compal da Horta range, which consists of vegetable preserves and tomato products. We have removed added salt from the tomato products and are also focused on reducing added salt in legume preserves.

Pulses are one of the categories that are part of Compal's history. Their inclusion in a balanced diet is justified by the scientific evidence associated with their nutritional characteristics: the significant fiber content, the presence of phytochemicals and the significant protein content, which places pulses as a relevant protein source and alternative to animal sources. In addition to the health benefit, the lower environmental impact is also highlighted, since pulses compared to animal products, have a lower ecological footprint, thus also contributing to the preservation of biodiversity.





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In 2023, with the purpose of promoting and consolidating the culture of quality and food safety in the organization, we celebrated Food Safety Day. The year is also marked by a webinar promoted by the Quality and Environment unit following the topic of “The Dimensions of Quality”.

Additionally, we seek to continuously develop and integrate digital technologies (→ [Chap. 5.2](#)) to connect our entire information system, thus improving the control of our process and products. We promote the transversality of the system to our four plants, detailing and consolidating results in the scope of management, mobile data capture and process control and dashboards.

It should be noted that as a reflection of our work in this area, no cases of non-conformities were identified in relation to the health and safety impacts caused by our products, nor non-conformities related to labelling and information.



Celebration of World Food Safety Day

For the second consecutive year, at Sumol Compal, we marked World Food Safety Day, celebrated on June 7th. As part of this initiative, we organized a talk on the theme ‘Impact of evolving standards in the food industry.’ This event had the participation of 99 employees, providing them with the opportunity to hear from experts on the topic. We had guest speakers such as André Santos - Manager of the Quality and Supply

Chain Department of McDonald’s Portugal - and Maria Noémia Gomes - consultant, auditor, and trainer in Quality Management Systems and Food Safety. During the event, both shared their insights on the evolution of food safety standards and the current challenges facing the industry. This initiative aimed to increase employees’ awareness and knowledge of the importance of food safety and how standards evolve to ensure the quality and safety of food products, aspects that are crucial for the success and trust relationship established with our customers and consumers.

Webinar “The Dimensions of Quality”

In 2023, Quality and Environment Management organized a webinar under the theme ‘The Dimensions of Quality.’ This online event aimed to promote reflection and knowledge sharing at all levels of the organization, highlighting strategic partnerships, process digitization, and employee empowerment.

We had the participation of external entities addressing different dimensions of quality in the following themes:

- The supplier’s perspective, presented by Dohler, represented by its Quality Management.
- The Progressive Quality approach by EFESO, with the contribution of Alberto Tureikis.
- The holistic view of Quality 4.0, discussed by the Kaizen Institute, represented by Pedro Lourenço.
- The human role in Quality, presented by Header, represented by Pedro Branco.

With this initiative, we sought to strengthen our quality culture and remain competitive in an increasingly demanding market.

Next steps

Development of partnerships with suppliers in order to expand the use of certifications recognized by the GFSI - Global Food Safety Initiative, and invest in smart food safety systems

Increased focus on food security culture and engagement from top management to operational workers

Refining and improving compliance by investing in technology, enablement of our people, strategic external partnerships and engagement with regulators and other bodies to enable decisions based on risk assessment

Application of tools within the scope of continuous improvement to increase efficiency and reduce food waste

2023-2026





8.3 Community

We are committed to positively and actively contributing to the development of society, in particular the communities in which we operate.

WE HIGHLIGHT ★

394 External entities supported through donations

0.51 M€ Investment in the community

0.26 M€ Product donated to external entities

15 Universities participating in the “Positive Nutrition” program (94% of eligible Universities)

30 % Primary and secondary schools in Almeirim and Pombal participating in the “Dá Sumo ao Futuro” program

164 Visits to the Almeirim and Pombal factories



As an integral part of various local communities, we have the ability to positively influence the lives of their people. For this reason, it is important to know the territorial challenges and create synergies along the value chain that allow us to meet expectations and contribute to the economic and social development of the communities in which we operate.

In 2023, we launched a revised version of our 2030 Sustainability Agenda (→ [Chap. 6.2](#)), in which “People” is one of the six priority topics for intervention. In addition to the internal approach (→ [Chap. 8.1](#)), we intend to strengthen our transformative role and add value to the building of a healthier, more cohesive, and fairer society.

Our support for local communities is achieved through the donation of products from our brands and through educational and social programs in different geographical areas.

At the same time, we strengthen our connection with the community through visits to our plants in Pombal and Almeirim, an area in which we intend to invest in the coming years. Besides fostering proximity, this approach provides an opportunity for sharing experiences and knowledge about production processes, technology, innovation, and industry structure, thereby introducing the Company and its brands.



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RELATIONSHIP WITH THE COMMUNITY

DONATION PROGRAM

Includes the supporting of external entities granted through donations (patronage), especially in food products.

261,530 euros of products donated



NUTRITION LITERACY PROGRAMS AND PROMOTION HEALTHY LIFESTYLE HABITS

Educational initiatives aimed at children and young people in the field of nutrition literacy and promotion of healthy lifestyle habits.

15 Universities participating in “Positive Nutrition”

2,000 school kits donated through the partnership with Ficase

FACTORY VISITS

Visiting program that aims to add awareness of the Company and its brands.

164 Visits to Pombal and Almeirim

4,549 Visitors



Although we have been developing social initiatives for several years, the year 2023 was marked by the decision to review our external social responsibility strategy, which will be formalized in a corporate policy and an action plan to be implemented in 2024.

Additionally, in 2023, we joined [GRACE – Responsible Companies](#) (→ [Chap. 6.4](#)), taking another step in formalizing our commitments regarding external social responsibility.



Donation program

Dedicated to actively and effectively contributing to the development of local communities and providing a better quality of life to its beneficiaries, in 2018 we created the [Sumol Compal Donation Program](#).

This program includes supporting external entities in the local communities where we operate through the donation of food products (patronage). The donation program aims to support the community with Sumol Compal products and avoid food waste, to the extent that it channels products with a date closer to the end of their expiration date, but in excellent conditions of consumption.

National entities wishing to apply for support, can submit their request through the [institutional website](#).

In terms of overall results, in 2023, we donated the equivalent to 261,530 euros to 394 institutions nationwide.

Beyond the fact that a significant portion of our food donations allow us to combat food waste, we are also committed to sharing products with commercial value with the community, thus having a longer shelf life. For example, in 2023, we donated around 500 thousand packages to the largest event held in Portugal, the World Youth Day.



Partnership with World Youth Day

In 2023, we contributed to the realization of World Youth Day 2023 (WYD23) by providing hydration and nutrition to the young people attending the event, through the donation of 500 thousand Compal packages included in the food kits distributed during the event.



At the invitation of Bishop Dom Américo Aguiar, our CEO, Duarte Pinto, visited the headquarters of WYD23 to unveil the commemorative plaque of the partnership between the two entities. This action is part of our external social responsibility strategy, which values initiatives that promote the well-being of the community.



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Nutrition literacy programs and promotion of healthy lifestyle habits

Our intervention in local communities also involves investing in training and strengthening partnerships with the academic community. These partnerships are essential for the proliferation of nutrition literacy and the promotion of healthy lifestyle habits.

The “Positive Nutrition” Project and the “Dá Sumo ao Futuro” pilot Project are educational initiatives aimed at young university students and children in the field of nutrition literacy and promotion of healthy lifestyle habits.

Dá Sumo ao Futuro - “Give Juice to the Future” to inspire, educate, and transform

Dá Sumo ao Futuro is a social responsibility project that utilizes and enhances the internal know-how of Sumol Compal teams, aiming to support schools in teaching citizenship topics and supporting the education of future citizens. This project is designed to inspire, educate, and transform the local community, focusing on the fundamental pillars of nutrition, sustainability, and entrepreneurship.

The program, designed for students in the 5th and 6th grades, was implemented in a pilot format during the 2022/2023 school year in two school clusters in the municipality of



Almeirim. The sessions were conducted in schools, in a playful and educational format emphasizing the practical component. It culminated in a visit to the factory, where students, in addition to learning about the industry and the production process, presented their projects in response to a challenge previously posed to them. The winning project from each cluster received a prize of 1500 euros to implement the project.

In total, the initiative reached 208 students and 15 teachers, and evaluation questionnaires indicated that students acquired substantial knowledge on the topics covered, with improvements in their eating behaviors identified. The program was



recognized by teachers as a good complement to the teaching component. Sumol Compal aims to make this program more global and expand it in the future to more schools across the country.

Positive Nutrition: Empowering Future Nutrition Professionals

Positive Nutrition program, aimed at university students studying Nutrition at colleges in Portugal, aims to contribute to the acquisition of skills regarding the fruit processing into juices and nectars, the impact of nutritional characteristics, the relationship between juice consumption and health, and how juices can be part of the dietary strategy.

The project, whose first edition took place in 2015, held its 7th edition in 2023 in a hybrid and gamified format, structured into two levels: the ‘White Belt,’ entirely online; and the ‘Green Belt,’ an experience that combined virtuality with a visit to our factory in Almeirim.

Throughout the program, there were 387 student participants and 32 professors from 15 universities across the country. There was an increase in participants compared to 2022 when this initiative had 229 students, 14 professors, and 11 universities.

The initiative has seen strong participation and



involvement from the participants. It has allowed us to reinforce our commitment to education and health, contributing to the training of future nutritionists who, through this program, become more aware of the link between juice consumption and a balanced diet.

In this context, we also highlight the partnerships with FICASE - Cape Verdean Foundation for Social Action and the

- **PREVENIR Association**, within the scope of the
- **EU PASSO Program** and the
- **Crescer a Brincar Program**.

Partnership between COMPAL and FICASE: Towards a More Inclusive and Quality Education

Compal has been present in Cape Verde for over 40 years, where, since 2009, through a partnership with FICASE - the Cape Verdean Foundation for School Social Action, it has been promoting a range of cultural and educational activities aimed at children and families, with the goal of fostering inclusive and quality education. For the past 14 years, Sumol Compal has participated in the School Kits Campaign, ensuring that children facing economic difficulties and attending basic education receive a set of social and economic benefits, which translates into incentives for compulsory schooling and reduces school dropout rates. Another notable initiative is “Dia Compal,” celebrated on World Food Day, aimed at

reinforcing the call for awareness among students, parents, guardians, and the entire educational community about the need for a balanced and healthy diet in a playful manner, providing moments of fun, socializing, and learning about healthy habits and lifestyles. Since 2009, we have supported 29 thousand children, providing 120 thousand notebooks, 28 thousand backpacks, and have delivered over 20 thousand kits to school-aged children. The kit consists of a backpack with notebooks and school supplies.





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Partnership with PREVENIR Association: Making a Positive Impact

Aligned with our commitment to promoting good nutrition in local communities, we support, within the scope of the POS - Oeiras Solidarity, [EU PASSO](#) Program, promoted by [PREVENIR](#) Association. Since 2011, this initiative has aimed to promote healthy lifestyle habits and prevent risky behaviors among students in the 2nd cycle at the Sophia de Mello Breyner School. Starting in 2019, we also began funding [Crescer a Brincar](#) Program developed by the same Association. Directed at students in the 1st cycle at the Amélia Vieira Luís School, it addresses various issues such as academic underachievement, childhood depression, and the onset of bullying, thus falling within the area of Health Promotion and Education.



Both projects underwent impact assessment by an external entity (in 2011 and 2022), concluding that they are well-positioned concerning different evaluation criteria and have a positive impact on the main stakeholders surveyed. Thanks to the achieved results, these programs have been distinguished at both national and international levels.

Both schools covered by the programs are located in the vicinity of our facilities in Carnaxide, characterized by severe socioeconomic and educational issues. Since their implementation, these programs have enabled the participation of approximately:

75 teachers
1,800 students



Factory visits

It is a tradition to carry out visits to the factories of Pombal and Almeirim with the main objective of strengthening the proximity with the community through the sharing of experiences and knowledge about the production processes, technology, innovation, and structure of the industry and making the Company and its brands known.

In 2023, there were 67 visits in Pombal and 97 visits in Almeirim, with a total of 4549 visitors – 63% children and young people from local schools and associations and 13% young university students or professional students.

»» Next steps

- Reinforce the relationship and presence in the communities where we have plants 2024
- Review of the Factory Visits Experience – Part I 2024
- Definition, communication and implementation of the External Social Responsibility Policy and its operational plan 2024-2025

