

SOVOS



FY24 yearbook

**Grow & Thrive, Together**

## A Note from Colleen Schlager

"Welcome to a new chapter at Sovos! Reflecting on the past year, I am incredibly proud of how we have navigated both the exciting milestones and the challenging decisions that come with growth. This journey hasn't always been easy, but each choice was made with our future vision and commitment to excellence in mind. Together, we've grown stronger, embracing new opportunities and adapting with resilience.

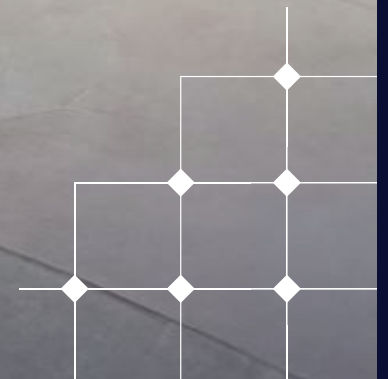
As we look ahead, I am energized by the possibilities before us. We are set to reach new heights, driven by our shared purpose and by each one of you who contributes your unique skills, insights, and dedication. Thank you for your passion and commitment—it is what makes Sovos the exceptional company we are today and will be tomorrow.

Let's make this next year our best one yet!"

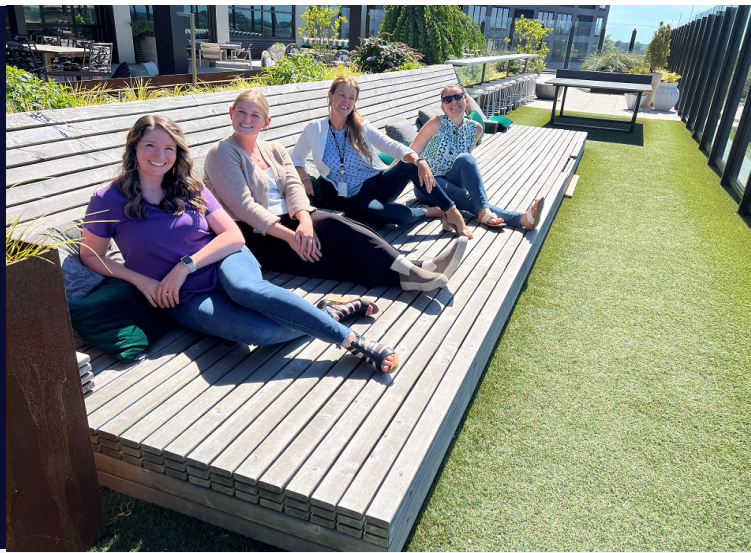
Here we go, together.

*Colleen Schlager*

VP, Chief Talent Officer



# Level Up



# 75+

Manager Bootcamp  
Graduates

# 410+

Functional Bootcamp  
Graduates

# Grow

Our thematic goal in FY24 was to *Level Up!* And our employees did just that! Because we know, when we all embrace growth, we stretch towards our full potential as a collective.



# 3,100+

Courses Completed

Rosetta Stone 

# 330+

Sovos English  
Students



# 240+

Insights Discovery  
& Explore Sessions





**260+**  
New Hires

**400+**  
Team Members Promoted

worktango  
**118k+**  
Sovos Rewards Peer  
Recognitions

worktango  
**730+**  
Sovos Rewards  
Service Awards



# Thrive

Sovos exists to transform compliance from a business requirement to a force for growth. For our employees, that means providing meaningful opportunities for employees to grow in their career.

**50+**  
President Club  
Qualifiers

**66+**  
Rising Star Program Interns



High  
**5**  
**24**  
Recognitions



**90+**  
Whole Living Events



**440+**  
Women's Alliance Participants

# Together

Combined, our perspectives and effort have the power to transform an organization, an industry, a society.

**\$27k+**

Employee Charitable Giving and Sovos Matching



**84%**

of employees feel  
free to be themselves at Sovos



**125+**

Participants in Mentor Program





Brought smiles to the faces of

80

homeless children in São Paulo

Assisted

1,206

Orphaned children in Chile, Peru & Argentina



4,824

Meals for Children in Need in the USA: fighting child hunger and supporting healthy growth



# Community

In FY24, SOVOS team members welcomed the new calendar year by enabling their communities to thrive. Through your choices, we.....

Provided a year of clean drinking water for

7

people



We Planted

777

Trees to combat deforestation and build a healthier planet



Couldn't have made it through 1099 season without you!

*Desejoso por criar mais memórias juntos no ano fiscal (FY) 2024*

Thank you for all your support during the FY24 event!! :)

Bowing down to the reigning royalty of VIDA!



Don't ever stop changing!



*Sovos'u eğlenceli hale getiriyorsun*

`if (sad() === true) { sad.stop(); beAwesome(); }`



`summer.execute { return fun; }`

REALMENTE APRECIO QUE ESTES SIEMPRE AHÍ PARA RESPONDER MIS PREGUNTAS, ERES EL MEJOR!

*Thanks for a great year!*

*Congrats on finishing another year strong!*

Thanks for your sales tax-tastic expertise

*Keep in touch!*



Remember me when you're leading the VIDA reforms...



We appreciate you tremendously. Cheers to another year of growth - together. And to our future employees, we are excited to have you join us.