



2022 YEARBOOK

Grow & Thrive

sovos

A Note from Colleen Schlager

Welcome to the third annual Grow & Thrive, Sovos Yearbook FY22!

In FY22, Sovos' Thematic goal was Grow Together. We chose this as our rally cry because we wanted to empower every one of us to stretch towards our full potential, and by doing so, to grow as a business. The photo on the right captures one of so many examples of our global team delivering on this commitment, and this publication brings to light many more. As I look through these pages, I can't help thinking about how every individual and team effort – every customer interaction, every co-worker helped, every professional development or DEI awareness course completed – combined these moments have the power to transform an organization. This is the essence of Grow Together.

FY22 was also a year that required us to lean into our Core Values – to Be Adaptable – to adjust to growth and change while Keeping our Promise to provide exceptional solutions and services to our valued clients.

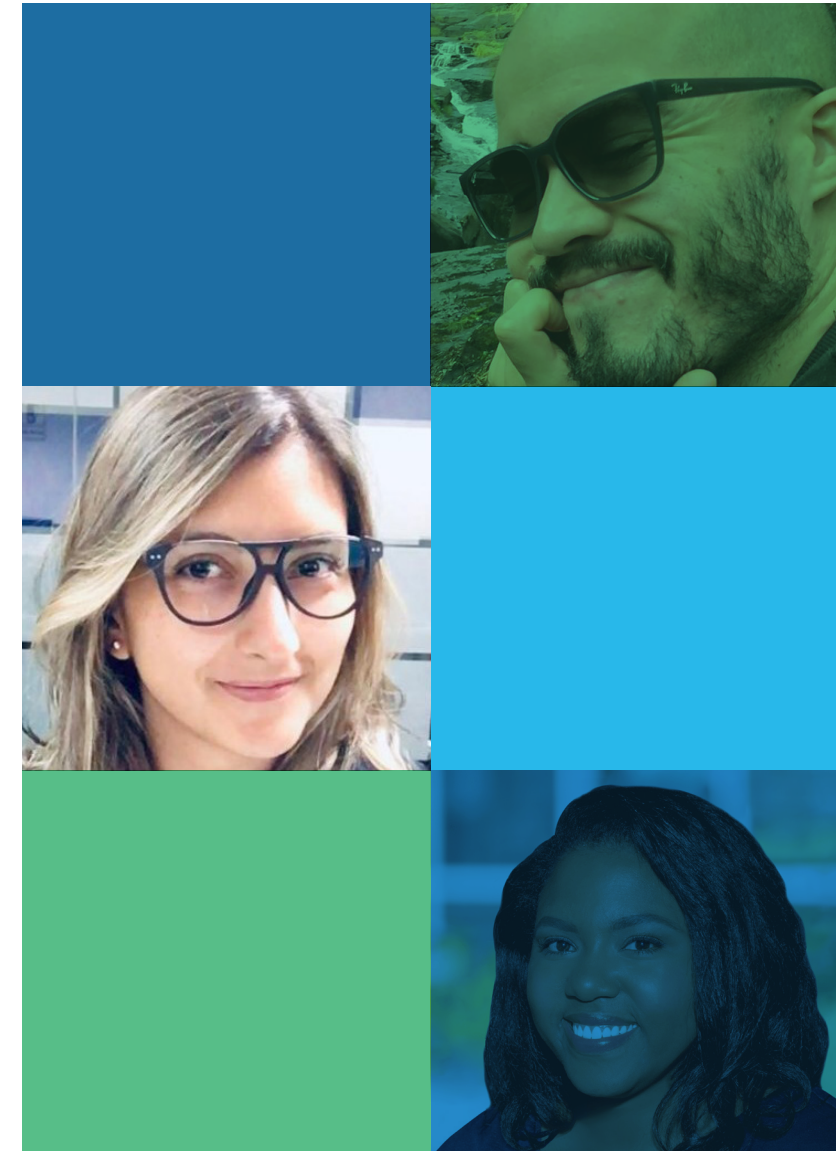
To continue to achieve this in FY23 we have set a new shared commitment: to Set a Winning Pace. For each of our team members that begins with fierce prioritization. Setting achievable goals that will deliver results, personal engagement and professional fulfillment.

Your ability to improve your way of life is always a priority at Sovos. I want to dedicate this Yearbook to each and every one of you, our talented, career-minded team, as a reminder that Sovos' growth is and has always been the result of your own ambitious professional journey.

Now, ready, set and GROW.

Colleen Schlager

VP, Chief Talent Officer



Contents

Section 1 Grow: Learning and Development

Section 2 Thrive: Progression and Recognition

Section 3 Together: Culture and Community



LEADS
30
Graduated Leadership
Training

IMPACT
60
IMPACT Graduates

Grow: Learning & Development

“In FY22, Sovos’ Thematic goal was Grow Together. We chose this as our rally cry because we wanted to empower every one of us to stretch towards our full potential, and by doing so, to grow as a business”

25+
Cloud Rotation
Participants


5500+
Courses Completed



400+
Rosetta Stone
Students

175
Manager Bootcamp
Graduates

2100+
DEI Training Courses
Completed

200+
Boot Camp
Graduates

850+
Insights Discovery
& Explore Sessions



Grow: Sovos Stories

IMPACT Graduate

Florencia Carrasco, Supervisor, Compliance Services, TRR (TUC)

The course teaches impactful communication and leadership through a strong focus on Insights. It helped me to understand how to deliver messages so they are understood as intended, and how to get the best from every individual in a diverse team. Shortly after the course I became the Supervisor of a newly created new team, so I was able to put what I had learned into practice immediately! The most enriching aspect of the experience was the interculturality. My team comprised people from all three Sovos regions, which gave us the opportunity to learn from our different perspectives, reach mutual understanding and find out more about each other and the places we're from.



IMPACT Graduate

Kristelle Bazeley, Recruitment II (LON)

For me the highlight of IMPACT was the opportunity to build lasting friendships with global colleagues. It was fun to learn about Insights, how to utilize a team's strengths and how to identify where team members may need more support. In my role it's important for me to be consultative, advise stakeholders and mentor our growing team. IMPACTS has helped me build on these skills, and given me increased confidence in myself. I'm looking forward to continuing to work with my team as we prepare to present our final project to the Executive Leadership Team.

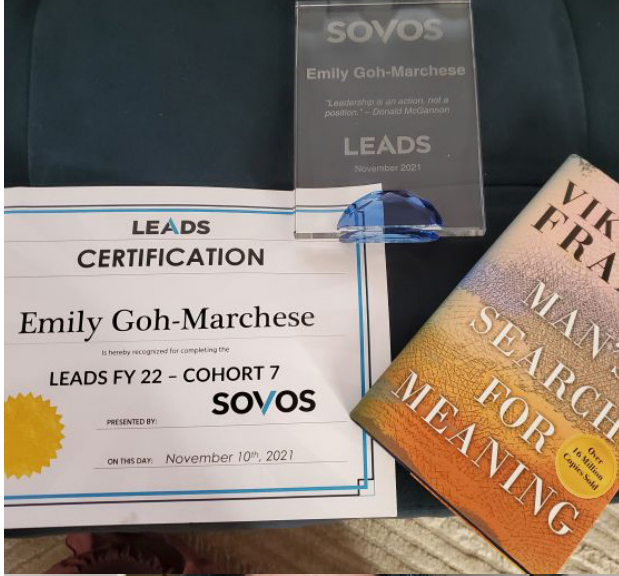


DEI Training

Anna Norden, Principal, Regulatory Affairs (STH)

Embracing difference and ensuring everyone feels equal and comfortable as they, she or he is, is the very basis for a healthy productive work environment. Only under those conditions will people thrive and that's a prerequisite for us to Grow Together.

I am fortunate enough to work with extremely diverse teams and sometimes take it for granted that every day we strive for an environment where everyone feels secure in who you are, what you believe in, and that your ideas are (at least) as good as anyone else's. Still, reminding managers about DEI can never be done enough. I also believe in DEI training for all employees in the same way that we have mandatory security training; everyone should live and breathe DEI."



20%+
Promoted

130+
Successful Referrals

120,000+
Peer Recognition and Appreciation




750+
New hires
and graduates

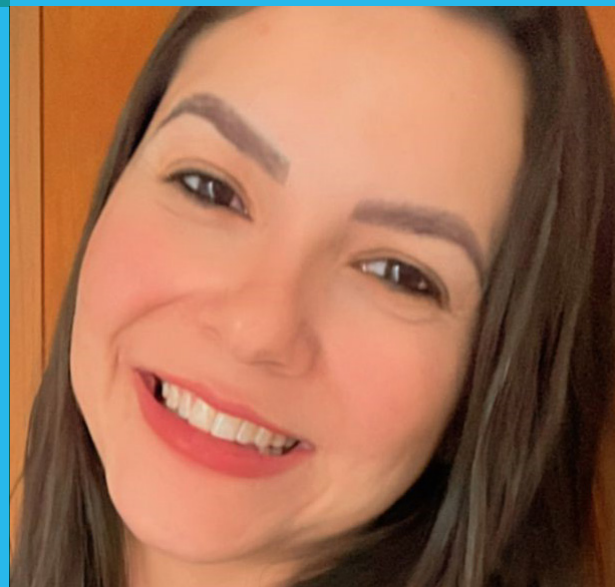
680+
Service Awards

Thrive: Promotion & Recognition

“Your ability to improve your way of life is always a priority...Sovos’ growth is and has always been the result of your own ambitious professional journey.”

High 5
390+
High 5 Nominations
Submitted

High 5
30
High 5 Recognitions
Awarded to Individuals,
Managers and Teams



60+
Presidents Club
Attendees



Thrive: Sovos Stories

PROMOTED - Jhemys Alves, Senior Software Developer to Technical Lead SPO)

At Sovos I've been able to learn and grow as a professional, to show what I'm capable of and be recognized for it. Career progression is supported through learning programs like MPACT and LEADs, manager collaboration, continuous 121s and quarterly objective setting. I feel this really helps give each employee a perspective on their progress be the right track to grow.

PROMOTED - Alejandra Zarrate, Senior Project manager to Program Manager (LIM)

In my new position I interact with people around the globe and from different areas of the business. It allows me to get to know other cultures, teams, processes and best practices. I've developed a great relationship with my team even though we only connect virtually. This is my third role change since I joined Sovos in 2019, and key to my career growth has been my managers' clear and tangible approach to goal setting and the freedom and agency I've enjoyed in my roles.

PROMOTED - Jeff McGurran, Global Account Executive, (MSP)

I've seen significant growth at Sovos since I joined in 2017. It's put us in a great position succeed. I hope to continue to learn more about the Indirect Tax space and become a true subject matter expert for our SUT New Logo teams, building leadership skills and helping others succeed.

WELCOMED - Edna Fosado, Global Account Executive (MEX)

I have enjoyed every minute of my journey with Sovos, such as the amount of information I have learned in a short time and how collaborative people have been with me. I am grateful for the results and hope to continue to learn and develop into the professional I would love to be.

REFERRED - Victor Santos, Accounting Manager (SPO) & Debora Generoso, Financial Analyst II (SPO)

Victor: I felt confident to recommend Sovos because of our fast growth, opportunities, the freedom employees have to voice our opinions and the company's commitment to keeping morale high. Debora and I had worked together for almost two years. She's analytical, committed and a great communicator. I knew she would prosper at Sovos.

Debora: Sovos has impressed me since my first day here in how it takes care of its employees. I'm learning a lot and have the chance to develop myself in my professional career, while also contributing to overall company development.

CELEBRATED - Rodrigo Razón, Director, Technology (SAN)

I greatly appreciate this recognition. I truly believe that Be Collaborative helps us create personal connections and makes our teams' lives better. Recognizing special achievements shows our team members that they are valued and it inspires us to value our contributions as meaningful and relevant.

REPRESENTED - John Kreger, Director to Vice President, Product Management (MSP) completing a 3-year tour of duty with the IRS' ETAAC committee

A huge part of my role at Sovos over the past 9 years has been trying to provide top tier service to our clients while operating within the challenging regulatory environment that the IRS controls in the United States. ETAAC serves in an advisory capacity to congress and the IRS - our research and recommendations played a part in the additional funding the IRS just received in the Inflation Reduction Act. This new funding and the IRS employees it supports will allow the IRS to better serve our clients and the US population as a whole.



\$48K+

Employee Charity Donations through
the Thriving Communities Portal

\$18K+

Sovos Company Matched Charity Donations



380+

Women's Alliance
Participants

Together: Culture & Community

"Every individual and team effort...combined...have
the power to transform an organization. This is the
essence of Grow Together."

60+

Whole Living Events



Together: Sovos Stories - Building our Inclusive Community



Women’s Alliance

Launched in FY22, the Sovos Women’s Alliance is a networking initiative that aims to support the professional development of women at Sovos by providing a space to expand our reach, build bonds and strengthen relationships within the company.

Anne Paiva, Human Resource Generalist (SPO)

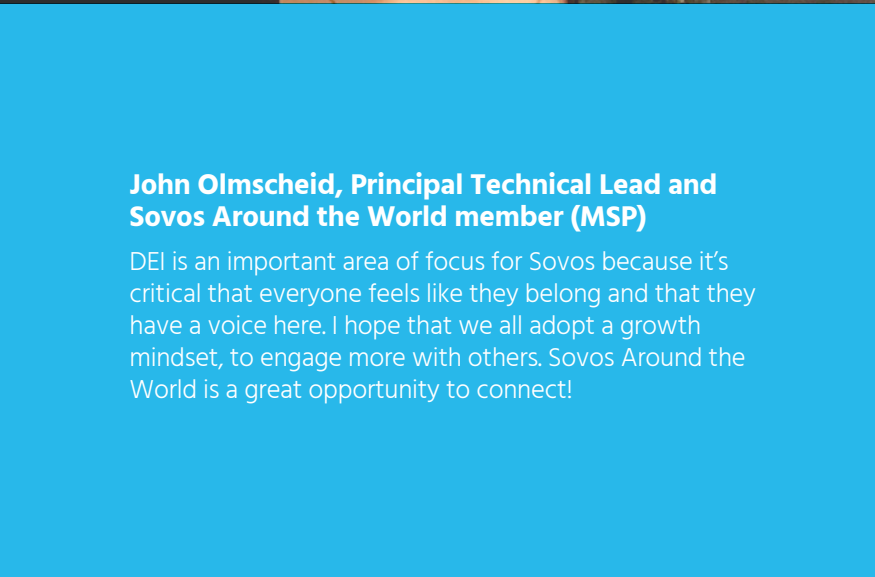
Once I learned about the Women’s Alliance, I trusted that it would provide me with enriching connections with powerful women and career growth. Being inclusive goes beyond hiring with diversity. We need to be inclusive on every task, meeting and program we have. Our DEI team has been doing a great job.

Rewriting the Code

In March 2022 Sovos began a partnership with Rewriting the Code (RTC), a global non-profit organization dedicated to supporting college and early career women with a passion for technology. Sovos has committed to providing educational programming, mentorship and career path exploration to the RTC community.

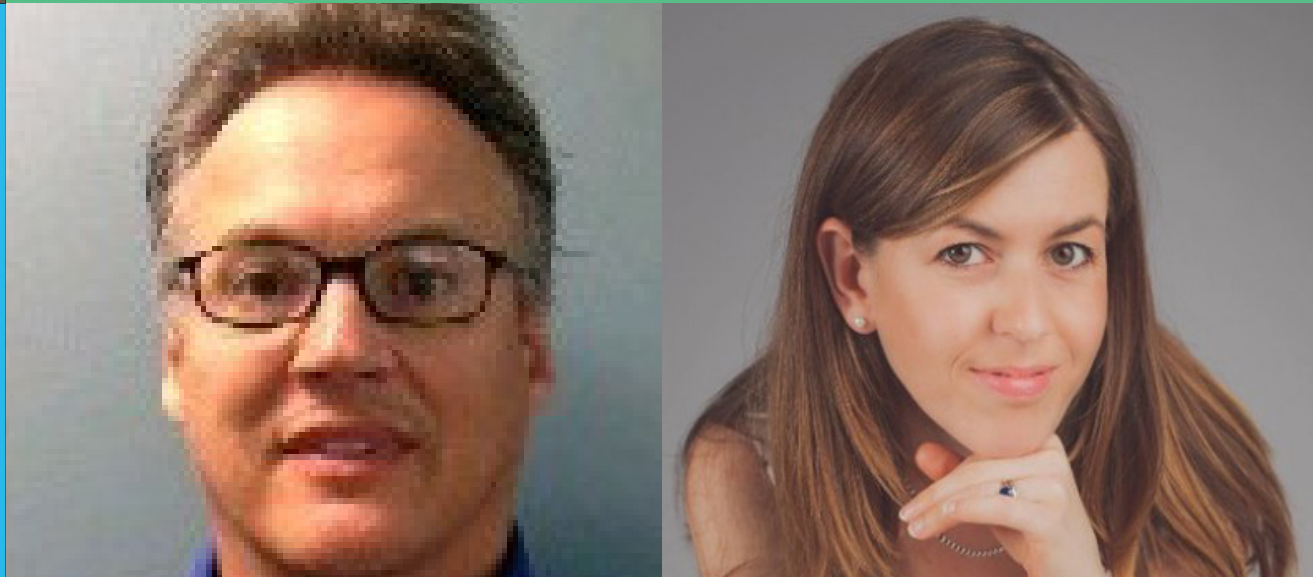
Hilary Young, Digital Marketing Manager (ATL)

Since joining Rewriting the Code I have hosted a Sovos stand at a virtual career fair and started mentoring women looking to get into the tech industry. I’m currently supporting a professional chemist who is trying to jump into software engineering. We’re working to create an impactful resumé and improve her interview techniques. I’m also about to take on a second mentee who’s a sophomore at college. I am passionate about female empowerment and love that I get to help other women take the next step in their careers and hope to empower more women get into tech.



John Olmscheid, Principal Technical Lead and Sovos Around the World member (MSP)

DEI is an important area of focus for Sovos because it’s critical that everyone feels like they belong and that they have a voice here. I hope that we all adopt a growth mindset, to engage more with others. Sovos Around the World is a great opportunity to connect!



Siret Pulsford, Manager, Services Partnerships and High Five nominee for Be Inclusive, (BRI)

Business success is a result of happy and engaged employees who feel truly motivated in a workplace environment that enables people to improve their way of life. As a manager, it is key to respect and understand the unique needs of each person on your team and focus on building trust. Remember to be patient, as creating inclusion requires long-term commitment. Implementing and embedding DEI is a continuous process. I hope to see further educational training sessions about raising awareness and promoting DEI at Sovos.

Get Together, Grow Together

Part of our social mission is to enable communities to thrive. This year we came together virtually and in-person through Whole Living events, charity fundraising and company-wide celebrations to strengthen our bonds within Sovos, and support our wider communities. Fun was had, money was raised, and lasting friendships were built. Loving #LifeAtSovos





A huge thank you to all our featured Sovosians, and to every one of you for enabling us to Grow Together in FY22. Keep Growing & Thriving!