

GALP - NON-FINANCIAL INFORMATION 2018

CONTENT INDEX - GRI

General Standard Disclosures

GRI STANDARD	DISCLOSURE	REFERENCE, LINK OR CONTENT	OMISSIONS	EXTERNAL VERIFICATION	UNGC PRINCIPLES	SDG
1. Organisational Profile						
102-1	Organisation name.	Galp Energia, SGPS, S.A • Integrated Report (IR) Galp 2018: About this Report.	NA	✓	-	-
102-2	Main activities, brands, products and services.	• IR 2018: 1.2. Our presence; 1.4. Value creation model; 3.1. Exploration & Production; 3.2. Refining & Marketing; 3.3. Gas & Power. Galp does not sell products banned in any geographical location in which it operates.	NA	✓	-	-
102-3	Location of the organisation's headquarters.	Rua Tomás da Fonseca - Torre C, 1600-209 Lisboa, Portugal. • Galp's Website: https://www.galp.com/corp/en/footer/contacts .	NA	✓	-	-
102-4	Location of operations.	• IR 2018: About this report; 1.2. Our presence	NA	✓	-	-
102-5	Legal nature and ownership.	• IR 2018: 1.7. Galp in the capital markets	NA	✓	-	-
102-6	Markets covered.	• IR 2018: 1.2. Our presence 1.4. Value creation model; 3.1. Exploration & Production; 3.2. Refining & Marketing; 3.3. Gas & Power.	NA	✓	-	-
102-7	Organisation size.	• Employees IR 2018 - 4.4. How are we doing it? • Operations, products and services: IR 2018 - 1.2 Our presence • Sales: IR 2018 - 1.3. Highlights of 2018 (Financial indicators). • Capitalisation: IR 2018 - 1.7. Galp in the capital markets.	NA	✓	-	-
102-8	Information about employees.	<u>Total Galp</u> : M: 3,691; F: 2,669. <u>Contract type</u> : Open-ended (5.637; M: 3.290; F: 2.347); Fixed-term (572; M: 295; F: 277); Uncertain Term (151; M: 106; F: 45). <u>Shift type</u> : Part-time (M: 53; F: 82); Full-time (M: 3,638; F: 2,587). There are indirect workers (service providers/contractors) in several Galp facilities, in different business segments. The nature and scale of the work carried out by external workers depends on the projects to be executed each year in the different business segments. Data about employees are compiled by Galp's management systems (People Management). • More information at: IR 2018 - 4.4. How are we doing it? • More information at: https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital/our-human-capital . • Detailed information in: HR ANNEX	NA	✓	Principle 6	8
102-9	Value chain.	• IR 2018: 1.2. Our presence 1.4. Value creation model; 4. Sustainability, our long standing commitment.	NA	✓	-	-
102-10	Main changes to the organisation or value-chain.	• IR 2018: 1.3. Highlights of 2018; 1.7. Galp in the capital markets.	NA	✓	-	-
102-11	Approach to the precautionary principle.	• IR 2018: 7. Corporate Governance - Part I: Information on the company's shareholding structure, organization and corporate governance, C- Internal organisation, III - Internal control and risk management.	NA	✓	-	-

102-12	External initiatives.	Galp subscribes to international principles and initiatives aligned with its commitments and strategy, e.g. SDGs; UNGC; Business Forum for equality; Code of Conduct – Businesses and HIV; Zero Routine Flaring by 2030; CDP; TCFD; We Mean Business; Letter of Principles of BCSD (PT), among others. <ul style="list-style-type: none"> Galp’s Website: https://www.galp.com/corp/en/sustainability/our-approach/approach-to-sustainability/other-initiatives-and-commitments. CDP Climate Change Information Request: Request: C3. Business Strategy – C3.1c; C4. Targets and Performance –C-OG4.2a; C-OG4.8 - https://www.cdp.net/en/responses. 	NA	✓	-	-
102-13	Participation in associations.	We consider that in order to respond to substantive matters, it is essential to understand their dynamic character and the context in which they are asserted. Therefore, we maintain a network for cooperation, sharing, understanding and knowledge development, which benefits from advantages of scale through centralisation of common processes that would otherwise have to be reproduced within the structures of the various associates. <ul style="list-style-type: none"> Meet GALP’s Main Associations and Sectorial Partners: https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/Lista%20principais%20associacoes%20parceiros%20setoriais_Versao%20EN.pdf CDP Climate Change Information Request: C2. Risks and opportunities; C2.3a; C3. Business Strategy – C3.1c; C4. Targets and Performance – C-OG4.2a; C-OG4.8; C12. Engagement; C12.3c - https://www.cdp.net/en/responses. 	NA	✓	-	-
2. Strategy and analysis						
102-14	Chairman’s declaration.	<ul style="list-style-type: none"> IR 2018: 1.1. Statement from the Board of Directors. Also see the message from Galp’s Chief Sustainability Officer: https://www.galp.com/corp/en/sustainability/our-approach/approach-to-sustainability/board-statements 	NA	✓	-	-
102-15	Main impacts, risks and opportunities.	<ul style="list-style-type: none"> IR 2018: 1.1. Statement from the Board of Directors; 2.1. We challenge our strategy against multiple futures; 2.2. Our strategy; 7. Corporate Governance - Part I: Information on the company’s shareholding structure, organization and corporate governance, C- Internal organization, III - Internal control and risk management. CDP Climate Change Information Request: C2. Risks and opportunities; C3. Business Strategy; C4. Targets and performance - https://www.cdp.net/en/responses. 	NA	✓	-	-
3. Ethics and integrity						
102-16	Values, principles, standards and behavioural norms.	To ensure that our activities are performed in a transparent, responsible and efficient manner, we have adopted various instruments, standards, regulations and policies that guide our activities. <ul style="list-style-type: none"> Company documents and corporate policies can be consulted at: https://www.galp.com/corp/en/corporate-governance/documentation Consult Galp’s values and vision at: https://www.galp.com/corp/en/about-us/galp 	NA	✓	-	16
102-17	Mechanisms for ethical advice and concerns.	Galp has an Ethics and Conduct Committee (CEC) which provides the internal structure that, in an independent and impartial way, is responsible for monitoring the application and interpretation of the Code of Ethics and Conduct, and for monitoring its implementation, in the terms defined in the regulations. The CEC is also responsible for receiving and handling information forwarded to it under the Irregularities Reporting Procedure (Open Talk Ethics Line - opentalk@galpenergia.com) in place at Galp and its subsidiaries, concerning alleged infringements of the provisions of the Code of Ethics and Conduct or of standards that develop or deal with the topics listed therein, including areas of internal accounting controls, auditing, combating corruption and banking and financial crime.	NA	✓	-	16

		<p>The Audit Board is the governing body that ensures the proper functioning and application of the Code of Ethics and Conduct through periodic and regular reporting of the CEC.</p> <p>During the 2018, the Ethics and Conduct Committee held four meetings, where minutes of the meetings were held, to analyse and decide whether to refer communications about irregularities received, and participated in three Audit Board meetings, at which the due report was provided.</p> <p>In 2018, 17 cases were reported to the Ethics and Conduct Committee and investigated under the Irregularities Reporting Procedure. These cases were analyzed and reported to the Fiscal Council for decision. Of the seventeen cases, only six required the adoption of measures by the Company, in order to adapt the conduct to the standards established in the Code of Ethics and Conduct.</p> <ul style="list-style-type: none"> • For more detailed information, see IR 2018, 7. Corporate Governance, C- Internal organization, II - Communication of irregularities. • The different corporate policies, including the Code of Ethics and Conduct can be found at: https://www.galp.com/corp/en/corporate-governance/documentation • For more detailed information, see Galp's website: <ul style="list-style-type: none"> - Ethics: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/ethics - Communication of irregularities: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/reporting-of-irregularities 				
4. Governance						
102-18	Structure of corporate governance.	<ul style="list-style-type: none"> • Governance structure: IR 2018: 7. Corporate Governance - Part I: Item 21. • Committee responsible for decision-making on sustainability: Galp has a Sustainability Committee whose mission is to assist the Board and the EC to integrate the principles of sustainability into the management process of the Galp Group, promoting the sector's best practices throughout all its activities. It is chaired by the independent Vice-Chairman of the Board of Directors and is composed of the following permanent members: Chairman of the Executive Committee (CEO), Executive Director, responsible for the EQS and Sustainability Directorate (Chief Sustainability Officer) and Chief Risk Officer, Chief Financial Officer (CFO), Responsible for the Environment, Quality, Security and Energy Corporate Directorate (EQSS) (CS Secretary) and the First Line managers of the Operational Units. The Sustainability Committee meets at least once a quarter. • See more detail about the Sustainability Committee at: https://www.galp.com/corp/en/corporate-governance/governing-model-and-bodies/committees/sustainability-committee • CDP Climate Change Information Request: CC1. Governance: CC1.1, CC1.1a - https://www.cdp.net/en/responses 	NA	✓	-	-
102-19	Delegation of authority.	<ul style="list-style-type: none"> • Governance structure: IR 2018: 7. Corporate Governance – Part I: item 27. The Sustainability Committee assists the Board and the Executive Committee to integrate the principles of sustainability into the management process of the Galp Group, promoting the sector's best practices throughout all its activities. The Sustainability Committee meets at least once a quarter. • See more details about the Sustainability Committee at: https://www.galp.com/corp/en/corporate-governance/governing-model-and-bodies/committees/sustainability-committee 	NA	✓	-	-
102-20	Executive level responsibilities for economic, environmental and social issues.	<ul style="list-style-type: none"> • IR 2018: 7. Corporate Governance - Part I: Item 27. The Sustainability Committee assists the Board and the Executive Committee to integrate the principles of sustainability into the management process of the Galp Group, promoting the sector's best practices 	NA	✓	-	-

		<p>throughout all its activities.</p> <ul style="list-style-type: none"> • See more detail about the Sustainability Committee at: https://www.galp.com/corp/en/corporate-governance/governing-model-and-bodies/committees/sustainability-committee • CDP Climate Change Information Request: CC1. Governance - https://www.cdp.net/en/responses 				
102-21	Consults stakeholders about economic, environmental and social issues.	<p>We have been conducting a formal corporate audit of stakeholders on issues related to sustainability since 2010. As part of this procedure, the main stakeholders and relevant sustainability themes are identified and prioritised, in line with AA1000 Stakeholder Engagement Standard criteria (AA1000SES).</p> <ul style="list-style-type: none"> • Find out more about the Dialogue with Stakeholders at: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/dialogue-with-stakeholders 	NA	✓	-	16
102-22	Composition of the highest governing body and its committees.	<ul style="list-style-type: none"> • IR 2018: 7. Corporate Governance - Part I: Items 17; 18; 19; 22; 26; 9. Annex, 9.9 Biographies of members of the management and supervisory bodies and the members of the Remuneration Committee. • More detailed information on Galp's Governance Model is available at: https://www.galp.com/corp/en/corporate-governance/governing-model-bodies 	NA	✓	-	16
102-23	Chairman of the highest governing body.	<ul style="list-style-type: none"> • IR 2018: 7. Corporate Governance - Part I: Items 17; 18; • More detailed information on Galp's Governance Model is available at: https://www.galp.com/corp/en/corporate-governance/governing-model-bodies 	NA	✓	-	16
102-24	Nomination and selection of governance members.	<p>The Annual General Meeting is responsible for appointing and replacing members of the Board of Directors, including the Chairman. In the event of the absence or permanent impediment of any member of the Board of Directors, this body shall co-opt a member and submit its proposal for ratification to the next Annual General Meeting.</p> <p>For the purpose of replacing a director due to permanent absence, in accordance with Article 393 (1) of the CCC (Commercial Companies Code). The Articles of Association state that a director is considered to be permanently absent when, without justification accepted by the Board of Directors, he/she fails to attend three consecutive meetings or five non-consecutive meetings.</p> <p>In addition, Galp's Board of Directors has approved the Diversity Policy for the Management and Supervisory Bodies, by which Galp undertakes, in accordance with the powers of each body, efforts to promote diversity in its administrative and supervisory bodies, particularly with regard to the following criteria: age, gender, geographical origin, qualifications and professional experience.</p> <ul style="list-style-type: none"> • More detailed information on Galp's Governance Model is available at: https://www.galp.com/corp/en/corporate-governance/governing-model-bodies 	NA	✓	-	5; 16
102-25	Conflicts of interest.	<p>In order to safeguard the interests of the Galp Group in situations of possible conflicts of interest between the Company and its directors as a result of business conducted between them and the Company or companies in a controlling or group relationship with Galp, the regulatory standard which regulates the Group transactions with related parties, relevant transactions with Galp's related parties are subject to the prior opinion of the Audit Board.</p> <p>Also, in order to safeguard Galp Group's interest in situations where there are possible conflicts of interest, internal procedures were adopted to comply with the relevant accounting standards, in particular IAS 24, an a regulatory rule on the control of transactions between Galp and related parties were implemented that establishes the internal rules and procedures for identification, internal reporting and control by the Audit Board.</p> <ul style="list-style-type: none"> • Consult the Regulations applicable to Galp Group transactions with related parties at: https://www.galp.com/Portals/0/Recursos/Governo-Societario/SharedResources/Documentos/EN/NT-R- 	NA	✓	-	16

		Transacoes-Grupo-Galp-Partes-Relacionadas-EN.pdf Furthermore, Galp's Directorate of Legal and Governance monitors the internal control system by conducting internal investigations, audits or risk assessments on matters of ethics and compliance such as conflicts of interest.				
102-26	Role of the highest governance body in defining mission, values and strategy.	The Board of Directors is responsible for managing the Company's activities and for taking decisions on any matters relating to management of the Company, or any others not covered by the sole responsibility of the Annual General Meeting. The Chairman of the Board of Directors, who is not a member of the Executive Committee, represents the Board of Directors and the Company and is responsible for convening and chairing meetings of the Board of Directors and overseeing the relationship between the Company and its shareholders. The Board of Directors delegates to the Executive Committee the day-to-day management of the Company and appoints its Chairman. Resolutions of the Board of Directors shall be approved by a simple majority of the votes cast, except in relation to the matters detailed below, which require a qualified majority of two-thirds of the votes cast, in accordance with Article 17 of the Articles of Association. <ul style="list-style-type: none"> • More detailed information on Galp's Governance Model is available at: https://www.galp.com/corp/en/corporate-governance/governing-model-bodies 	NA	✓	-	-
102-27	Knowledge about sustainability of governance members.	Board of Directors' members have recognised competencies, academic background and professional experience, in relation to the activities expected by the Company and the strategy defined for future years. For information about the diversity of managers' knowledge and experience, see the systematised representation of competencies in the Corporate Governance Report. <ul style="list-style-type: none"> • IR 2018: 7. Corporate Governance - Part I: Point 19; 9. Annex, 9.9 Biographies of the members of the administration and supervision and of the members of the Remuneration Committee. 	NA	✓	-	4
102-28	Assessment of the performance of governance members.	The Remuneration Committee, elected by the Annual General Meeting, evaluates the annual performance of executive and non-executive directors, in accordance with Article 8 of the Company's Articles of Association. This Committee consults non-executive members about the qualitative performance of executive members of the Board of Directors and based on the fulfilment of economic, financial and operational objectives with regards to the quantitative evaluation, as defined annually by the remuneration policy of the corporate bodies of the Company. In addition, non-executive members, as part of their supervisory role, monitor the performance of executive directors. Also in accordance with article 376 of the CCC, the Annual General Meeting annually reviews the Company's management in general, and each of the directors in particular. This assessment is expressed through a vote of confidence or no-confidence, which may lead to the dismissal of the respective director. <ul style="list-style-type: none"> • IR 2018: 7. Corporate Governance - Part I: Items 24; 25; 	NA	✓	-	-
102-29	Identification and management of economic, environmental and social impacts.	At Galp, management for sustainability is seen as strategic, and consists of incorporating principles, approaches and practices that favour the long-term value creation. It is therefore intended to manage the creation of sustainable, lasting value and confidence-building in the future for the various stakeholders. In order to promote the development of sustainable value, we created the Sustainability Committee in 2012, with the mission to ensure the integration of sustainability principles in the management of the group, promoting the sector's best practices in all its business areas and the corporate centre.	NA	✓	-	16

		<p>Currently, the Committee is chaired by the independent vice-chairman of the Board of Directors and has as permanent members, the chairman of the Executive Committee, the executive director who coordinates the area of sustainability, the financial executive director, the EQSS Directorate manager and all those responsible for relevant business areas and corporate management.</p> <p>This body reports directly to the Board of Directors and to the Executive Committee. In 2018, the Sustainability Committee met four times.</p> <p>Stakeholders are consulted regularly and through various participation channels, to help identify and manage material aspects (including impacts, risks and associated opportunities).</p> <ul style="list-style-type: none"> • See more details about the Sustainability Committee at: https://www.galp.com/corp/en/corporate-governance/governing-model-and-bodies/committees/sustainability-committee • CDP Climate Change Information Request: C2. Risks and opportunities: C2.1; C2.2; C2.2a; C2.2b; C2.2c; C2.2d; C2.3; C2.3a; C2.4; C2.4a; C2.5; C2.6; C3. Business Strategy: C3.1, C3.1a, C3.1c - https://www.cdp.net/en/responses. 				
102-30	Effectiveness of risk management processes.	<p>The Audit Board is responsible for overseeing the effectiveness of risk management, internal control and internal audit systems, as well as evaluating the functioning of the systems and their internal procedures on an annual basis, so strengthening the internal control environment, particularly through recommendations and proposals for adjusting the functioning of internal control and risk management systems.</p> <p>In addition, the working group which is part of the Risk Management Committee dealing with issues related to Safety, Health, Environment and Quality, including climate change, compliance and changes to the regulatory context, ensures that these matters are properly integrated into the Company's risk management system. Consequently, the Environment , Quality, Safety and Sustainability Directorate has been attributed powers relating to corporate environmental risk management, including risks arising from climate change, safety and security, in particular, as well as skills to define and propose methodologies to evaluate and monitor environmental and safety risks in relation to Galp Group activities and product quality, in conjunction with business units, ensuring that actions are defined and scheduled with a view to eliminating or minimising those risks.</p> <ul style="list-style-type: none"> • IR 2018: 7. Corporate Governance - Part I: Paragraphs 38, 51; 52; • CDP Climate Change Information Request: C1. Governance; C2. Risks and opportunities; C3. Business Strategy - https://www.cdp.net/en/responses. 	NA	✓	-	-
102-31	Review of economic, environmental and social topics.	<p>The Sustainability Committee assists the Board of Directors and the Executive Committee in integrating the principles of sustainability into the management process of the Galp Group, promoting the best practices of the sector in all its activities. The Sustainability Committee meets at least on a quarterly basis, having met four times in 2018.</p> <p>On the other hand, Galp has the EQS Board, which supports the Executive Committee in promoting the principles that underpin Galp's EQS culture, ensuring the implementation of the strategic policies and objectives of the EQS. The EQS Board is chaired by the executive director responsible for the EQS and Chief Risk Officer Directorates, and is composed of the EQS corporate officer (Secretary) and other organizational unit managers.</p> <ul style="list-style-type: none"> • CDP Climate Change Information Request: C1. Governance; C2. Risks and opportunities; C3. Business Strategy - https://www.cdp.net/en/responses. 	NA	✓	-	-
102-32	Role of the highest governance body in the sustainability report.	The Annual Report and Accounts is reviewed and approved annually by the Board of Directors.	NA	✓	-	-

102-33	Communication of critical issues.	<ul style="list-style-type: none"> IR 2018: 7. Corporate Governance - Part I: item 49 (Reporting means and policy on the reporting of irregularities in the Company). The submission of complaints in Galp is regulated by the "Communication Procedure Irregularities - Ethics Line ", adopted on 3 December 2015 by the Supervisory Board and internally disseminated to all employees through the normal communication channels, as well as through Galp's website at https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/reporting-of-irregularities. The Irregularities Reporting Procedure enables any interested party related to Galp, namely employees, members of corporate bodies, shareholders, investors, customers, suppliers or business partners, to communicate knowledge or well-founded suspicions of any irregularities to the CEC. Communication of irregularities by any interested party must be made in writing, by email or letter addressed to the CEC, at the following addresses: i) email address: opentalk@galp.com; ii) Postal address: Comissão de Ética e Conduta da Galp Energia, SGPS, S.A. Rua Tomás da Fonseca - Torre C, 1600-209 Lisboa, Portugal. 	NA	✓	-	-
102-34	Nature and communication of critical issues.	<ul style="list-style-type: none"> IR 2018: 7. Corporate Governance - Part I: item 49 (Reporting means and policy on the reporting of irregularities in the Company). In 2018, were reported to the Ethics and Conduct Committee and investigated seventeen cases under the Irregularities Reporting Procedure. These cases were analyzed and reported to the Fiscal Council for decision. Of the seventeen cases, only six required the adoption of measures by the Company, in order to adapt the conduct to the standards established in the Code of Ethics and Conduct. The mechanism for addressing and resolving these issues is described in the previous section (GRI 102-33). 	NA	✓	-	-
102-35	Remuneration policies.	<ul style="list-style-type: none"> IR 2018: 7. Corporate Governance - Part I, Section D - Remuneration (I - Power to establish- II - Remuneration Committee III - Remuneration structure IV – Remuneration disclosure; VI – Share and/or stock options plans). CDP Climate Change Information Request: C1. Governance - https://www.cdp.net/en/responses. 	NA	✓	-	-
102-36	Remuneration determination processes.	<ul style="list-style-type: none"> IR 2018: 7. Corporate Governance - Part I, Section D - Remuneration (I - Power to establish- II - Remuneration Committee III - Remuneration structure IV – Remuneration disclosure; VI – Share and/or stock options plans). 	NA	✓	-	-
102-37	Involvement of stakeholders in remuneration issues.	<ul style="list-style-type: none"> IR 2018: 7. Corporate Governance - Part I, Section D - Remuneration (I - Power to establish- II - Remuneration Committee III - Remuneration structure IV – Remuneration disclosure; VI – Share and/or stock options plans). 	NA	✓	-	16
102-38	Total annual compensation ratio.	<ul style="list-style-type: none"> Average remuneration of employees/CEO Remuneration 2018: 0.018 Median remuneration of employees/CEO Remuneration 2018: 0.011 	NA	✓	-	-
102-39	Ratio of the percentage increase in total annual remuneration.	<ul style="list-style-type: none"> Average remuneration increase of employees/CEO Remuneration increase 2018: 1.29 	NA	✓	-	-
5. Stakeholder Engagement						
102-40	List of stakeholder groups.	<ul style="list-style-type: none"> At Galp, we manage, differentiate and engage with a broad set of stakeholders that based on mapping, belong to several groups. For more details about stakeholder groups visit our website - Dialogue with stakeholders: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/dialogue-with-stakeholders 	NA	✓	-	-
102-41	Collective contracting agreements.	<ul style="list-style-type: none"> Number of employees covered by Collective Bargaining Agreements: 4,694. Percentage of employees in relation to the total: 74%. 	NA	✓	Principles 1 and 3	8

102-42	Identification and selection of stakeholders.	<p>We have been conducting a formal corporate audit of stakeholders regarding issues related to sustainability since 2010. Stakeholder identification and mapping is performed periodically and systematically by assigning a priority level to each stakeholder using the AA1000 Stakeholder Engagement Standard methodology (AA1000SES) using influence and dependency criteria.</p> <ul style="list-style-type: none"> For detailed information about the identification and selection of stakeholders see our website - Dialogue with stakeholders: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/dialogue-with-stakeholders 	NA	✓	-	-																																																															
102-43	Approach to engagement with stakeholders.	<p>The stakeholder engagement and consultation process has three distinct phases: i) Mapping and selection of stakeholders; ii) Auditing stakeholders; iii) Analysis of results.</p> <ul style="list-style-type: none"> For detailed information about the involvement with stakeholders see our website - Dialogue with stakeholders: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/dialogue-with-stakeholders <p><u>Customer satisfaction:</u> At Galp, we continuously develop a process for monitoring and tracking the expectations and needs of our clients. Our aim is to ensure that the supply of products and services is appropriate and satisfies our consumers. We use the ECSI - European Customer Satisfaction Index (in Portugal, the National Customer Satisfaction Index), a system that measures the quality of goods and services available in the national market through customer satisfaction.</p> <table border="1"> <thead> <tr> <th>AVERAGE INDEXES</th> <th>Fuels 2018</th> <th>Bottled Gas 2018</th> <th>Natural Gas (RM) 2018</th> <th>Natural Gas (LM) 2018</th> <th>Electricity 2018</th> <th>Dual offer 2018</th> </tr> </thead> <tbody> <tr> <td>Satisfaction (ECSI)</td> <td>7,42</td> <td>7,41</td> <td>-</td> <td>7,48</td> <td>7,07</td> <td>6,97</td> </tr> <tr> <td>Image</td> <td>7,55</td> <td>7,68</td> <td>-</td> <td>7,75</td> <td>7,60</td> <td>7,23</td> </tr> <tr> <td>Expectations</td> <td>7,53</td> <td>7,55</td> <td>-</td> <td>7,73</td> <td>7,53</td> <td>7,25</td> </tr> <tr> <td>Perceived quality</td> <td>8,16</td> <td>7,90</td> <td>-</td> <td>7,75</td> <td>7,53</td> <td>7,31</td> </tr> <tr> <td>Perceived value</td> <td>6,45</td> <td>5,84</td> <td>-</td> <td>6,44</td> <td>6,23</td> <td>5,69</td> </tr> <tr> <td>Complaints</td> <td>6,36</td> <td>6,66</td> <td>-</td> <td>7,20</td> <td>6,82</td> <td>6,52</td> </tr> <tr> <td>Trust</td> <td>-</td> <td>-</td> <td>-</td> <td>7,88</td> <td>7,59</td> <td>7,23</td> </tr> <tr> <td>Loyalty</td> <td>7,96</td> <td>8,04</td> <td>-</td> <td>7,90</td> <td>7,27</td> <td>7,06</td> </tr> </tbody> </table>	AVERAGE INDEXES	Fuels 2018	Bottled Gas 2018	Natural Gas (RM) 2018	Natural Gas (LM) 2018	Electricity 2018	Dual offer 2018	Satisfaction (ECSI)	7,42	7,41	-	7,48	7,07	6,97	Image	7,55	7,68	-	7,75	7,60	7,23	Expectations	7,53	7,55	-	7,73	7,53	7,25	Perceived quality	8,16	7,90	-	7,75	7,53	7,31	Perceived value	6,45	5,84	-	6,44	6,23	5,69	Complaints	6,36	6,66	-	7,20	6,82	6,52	Trust	-	-	-	7,88	7,59	7,23	Loyalty	7,96	8,04	-	7,90	7,27	7,06	NA	✓	-	-
AVERAGE INDEXES	Fuels 2018	Bottled Gas 2018	Natural Gas (RM) 2018	Natural Gas (LM) 2018	Electricity 2018	Dual offer 2018																																																															
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Image	7,55	7,68	-	7,75	7,60	7,23																																																															
Expectations	7,53	7,55	-	7,73	7,53	7,25																																																															
Perceived quality	8,16	7,90	-	7,75	7,53	7,31																																																															
Perceived value	6,45	5,84	-	6,44	6,23	5,69																																																															
Complaints	6,36	6,66	-	7,20	6,82	6,52																																																															
Trust	-	-	-	7,88	7,59	7,23																																																															
Loyalty	7,96	8,04	-	7,90	7,27	7,06																																																															
102-44	Key issues and concerns.	<ul style="list-style-type: none"> IR 2018: 1.1. Statement from the Board of Directors; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment. For more detailed information see our website - Shared value creation: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/creating-shared-value 	NA	✓	-	-																																																															
6. Reporting practice																																																																					
102-45	Entities included in the consolidated financial statements.	<ul style="list-style-type: none"> IR 2018: About this report. 	NA	✓	-	-																																																															

102-46	Definition of report content and material topics limits.	<ul style="list-style-type: none"> • IR 2018: About this report. 1.5. Addressing materiality. Galp applied GRI defined principles for the definition of IR contents, them when preparing the IR 2018, namely: <ul style="list-style-type: none"> - Inclusion of stakeholders : Galp identifies its stakeholders, and IR 2018 responds to their main expectations and interests; - Sustainability context: Galp adopts a comprehensive perspective when presenting its sustainability performance (e.g. presentation of risks, impacts, strategy, future perspectives, etc.); - Materiality: Galp presents its material themes, as well as the respective impacts and associated performance; and - Completeness: Galp provides sufficient information to describe its economic, environmental and social impacts. 	NA	✓	-	-
102-47	List of material topics.	<ul style="list-style-type: none"> • IR 2018: About this report; 1.5. Addressing materiality. Relevant aspects are identified through a comprehensive process of materiality analysis which is systematically reviewed using the Global Reporting Initiative and the 5-Part Materiality Test proposed by AccountAbility, the United Nations Environment Programme and the Stakeholder Research Associates. The process of materiality analysis incorporates four key steps: 1. List of material topics; 2. Internal evaluation; 3. External evaluation; 4. Materiality matrix 	NA	✓	-	-
102-48	Information reformulation.	<ul style="list-style-type: none"> • IR 2018: About this report. Any changes in relation to the previous year and related to acquisitions, the nature of the business or methods of calculating indicators, are stated throughout IR 2018 when applicable. 	NA	✓	-	-
102-49	Changes in the report.	<ul style="list-style-type: none"> • IR 2018: About this report. Any changes in relation to the previous year are stated throughout IR 2018 when applicable. 	NA	✓	-	-
102-50	Reporting period.	Information for the year 2018.	NA	✓	-	-
102-51	Date of the last published report.	Integrated Report 2018.	NA	✓	-	-
102-52	Report cycle.	Annual report cycle.	NA	✓	-	-
102-53	Contacts for questions about this report.	<ul style="list-style-type: none"> • IR 2018: About this report. 	NA	✓	-	-
102-54	Statement of reporting compliance with GRI Standards.	<ul style="list-style-type: none"> • IR 2018: About this report. The IR 2018 and the existing GRI index were prepared in accordance with the GRI Standards (versions published in 2016), 'In Accordance – Comprehensive' option. 	NA	✓	-	-
102-55	GRI index contents.	Existing GRI Index.	NA	✓	-	-
102-56	External verification.	<ul style="list-style-type: none"> • IR 2018: About this report. 	NA	✓	-	-

GRI CONTENT INDEX

Specific Standard Disclosures

GRI STANDARD	DISCLOSURE	REFERENCE, LINK OR CONTENT	OMISSIONS	EXTERNAL VERIFICATION	UNGC PRINCIPLES	SDG
ECONOMIC SERIES						
Aspect: Economic performance (201)						
201-1	Direct economic value generated and distributed.	<p>Direct economic value generated (€ million): 17,322,2</p> <p>Distributed direct economic value (€ million): 16,332</p> <p>Direct economic value retained (€ million): 991</p> <ul style="list-style-type: none"> Galp Website - Shared value creation: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/creating-shared-value 	-	✓	-	2; 5; 7; 8; 9
201-2	Financial implications, risks and opportunities due to climate change.	<p>Galp is exposed to risks and opportunities arising from climate change that may potentially generate significant changes in operations, revenues or expenses. These risks and opportunities, as well as their impacts and mitigation/action measures, are described in the “CDP Climate Change Information Request”, published annually by Galp.</p> <ul style="list-style-type: none"> IR 2018: 2.1 We challenge our strategy against multiple futures; 4. Sustainability, our long standing commitment; 4.2 How we can turn challenges into opportunities; 7. Corporate Governance - Part I: Information on the company’s shareholding structure, organization and corporate governance, C- Internal organization, III - Internal control and risk management. CDP Climate Change Information Request: C2. Risks and opportunities https://www.cdp.net/en/responses. 	-	✓	-	13
201-3	Benefit plan obligations and other retirement plans.	RI 2018: 9. Appendices, 9.1 Consolidated Accounts, 9.1a Consolidated financial statements and notes to the consolidated financial statements as of 31 December 2018 (Note 23).	-	✓	-	-
Aspect: Market presence (202)						
202-2	Proportion of senior management contracted from the local community.	<p>Hired locally: : 98%; Portuguese: 2%.</p> <p>Proportion of local hiring in relation to total: Portugal: 95%; Spain: 93%; Brazil: 55%; Africa: 70%</p> <p>Operations in the above-identified countries are understood to be local operations. 'Senior management' means executive, middle and first-line managers.</p>	-	✓	Principle 6	8
Aspect: Indirect economic impacts (203)						
203-1	Development and impact of investments in infrastructures and services provided.	<ul style="list-style-type: none"> IR 2018: 1.4 Value creation model; 4. Sustainability, our long standing commitment; 4.2 How we can turn challenges into opportunities?; 4.3 A call to action. <p>Galp evaluates the social impact of its projects, monitoring its return for the benefit of the community. Galp is member of the London Benchmarking Group since 2012. In 2018 Galp invested € 18.9 million in the community, namely: Donations (€ 94.435); Investment in the community (€ 18.074,430); Business</p>	-	✓	-	2; 5; 7; 9; 11

		<p>initiatives (€ 801,357).</p> <p>More information on Galp's website - Shared value creation: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/creating-shared-value</p> <p>More information on Galp's website - Our culture and management systems: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/hse-strategy/our-culture-and-management-systems</p>				
203-2	Significant indirect economic impacts and extent of impacts.	<ul style="list-style-type: none"> IR 2018: 1.4 Value creation model; 4. Sustainability, our long standing commitment. <p>More information on Galp's website - Engagement with the community: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/engagement-with-the-community</p>	-	✓	-	1; 2; 3; 8; 10; 17
Material aspect: Procurement practices (204) *						
103-1	Explanation of the material theme.	<ul style="list-style-type: none"> IR 2018: 1.4 Value creation model; 1.5 Approach to materiality; 4. Sustainability, our long standing commitment; 4.4 How are we doing it? – Involving our stakeholders. <p>Identification of Galp's material themes was based on the work described in Disclosure 102-47. The topic "Procurement Practices" is related to the theme "Sustainable value-chain management", which is considered to be a material theme (see materiality matrix in IR 2018 - 1.5. Addressing materiality). Impacts can occur both in operations and in the value-chain.</p>	-	✓	-	-
103-2	Form of management and its components.	<ul style="list-style-type: none"> IR 2018: 4.4 How are we doing it? – Involving our stakeholders. <p>In recent years Galp has promoted several initiatives related to the aspect in question. At Galp, we are constantly concerned about the performance of our suppliers, service providers and other business partners. Throughout our procurement process, from selection to contract signing, the principles by which we govern are incorporated: ethics and transparency; respect for human rights; protection of people, the environment and assets. This approach is implemented by means of procedures and a series of standards and reference documents that our existing and future partners must familiarise themselves with, namely: Procurement policy; Code of ethics and conduct; Anti-corruption policy; Health, Safety and Environment (HSE) Policy; Human Rights policy; Climate Change Policy; Quality policy and Corporate social responsibility policy.</p> <ul style="list-style-type: none"> Find additional information about Galp's position and the way it is managed at: https://www.galp.com/corp/en/sustainability https://www.galp.com/corp/en/corporate-governance/documentation 	-	✓	-	-
103-3	Evaluation of the form of management.	<ul style="list-style-type: none"> IR 2018: 4.4 How are we doing it? - Involving our stakeholders. <p>Galp measures and monitors indicators associated with this aspect, reporting them in IR 2018, in the sustainability channel, including the interactive report tool, or in this document. This information is communicated each year as part of Galp's external financial reporting. In addition, the information is independently audited by an external entity (see Disclosure 102-56).</p> <ul style="list-style-type: none"> More information on Galp's position and the way it is managed https://www.galp.com/corp/en/sustainability/reporting 	-	✓	-	-
204-1	Proportion of spending on local suppliers.	In 2018, we made a total of € 538 million of purchases, distributed by 3.277 suppliers, of which 1.795 correspond to Tier 1 suppliers (suppliers with contracts exceeding €5 thousand).	-	✓	-	12

* Material aspects

		<p>Purchases by business segment (%): E&P (7%); R&M (68%); G&P (12%); Corporate services (13%).</p> <p>Local purchases by country (%): Portugal (80%); Spain (90%); Brazil (86%); São Tomé and Príncipe (19%); Netherlands (25%); Namibia (88%); Mozambique (100%).</p> <p>Galp understands by location geography (country) and significant operations operations in the countries identified above.</p>				
Aspect: Reserves (OG)						
G4-OG1	Volume and type of estimated proven reserves and production.	<ul style="list-style-type: none"> IR 2018: 3.1 Exploration and production.. 	-	✓	-	-
Material aspect: Anti-corruption (205) *						
103-1	Explanation of the material theme.	<ul style="list-style-type: none"> IR 2018: 1.4. Value creation model; 1.5 Addressing materiality; 4.4 How are we doing it? - Ensuring transparency in our actions. <p>The identification of Galp's material themes was based on the work described in <i>Disclosure</i> 102-47. The topic "Anti-corruption" is related to the theme "Corporate Governance" and "Ethics, transparency and compliance", which are considered to be material themes (see materiality matrix in IR 2018 - 1.5. Addressing materiality). Impacts can occur both in operations and in the value-chain.</p>	-	✓	-	-
103-2	Form of management and its components.	<ul style="list-style-type: none"> IR 2018: 7. Corporate Governance, Part I – Internal organization, II - Communication of irregularities. <p>In the fight against corruption, Galp prohibits all corrupt practices in all its active and passive forms, including any attempts to practice it. To this end, Galp has approved the Corruption Prevention Policy, pledging to promote full respect for the Code of Ethics and Conduct and the laws, and to ensure best practices in terms of transparency, in line with the United Nations Convention Against Corruption 2003 (10 principles of the UN Global Compact).</p> <p>In accordance with the Corruption Prevention Policy, the business and activities of Galp and associated companies shall adopt a structure of transparency, correctness, professionalism, rigour, good faith and full respect for antitrust laws. The Corruption Prevention Policy also sets standards for action that Galp's shareholders must also respect and comply with.</p> <p>To monitor compliance with the Corruption Prevention Policy, we have a monitoring committee - the Ethics and Conduct Committee.</p> <p>In addition, the Policy on the Prevention of Money Laundering and Terrorist Financing establishes a commitment to combat all active or passive forms of concealment of the proceeds of crime to hide their illegal origins.</p> <ul style="list-style-type: none"> Anti-money laundering and Terrorist Financing policy: https://www.galp.com/Portals/0/Recursos/Governo-Societario/SharedResources/Documentos/EN/Money_Laundering_and_Terrorist_Financing_Prevention_Policy.pdf For more information on this topic see the Galp website - Transparency and prevention of corruption: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/transparency-and-corruption-prevention 	-	✓	-	-
103-3	Evaluation of the form of management.	<ul style="list-style-type: none"> IR 2018: 7. Corporate Governance, Part I, C – Internal organization, II - Communication of irregularities. 	-	✓	-	-

		Galp measures and monitors indicators associated with this aspect, reporting them in IR 2018 in the sustainability channel or in this document. This information is communicated each year as part of Galp's external financial reporting. In addition, the information is independently audited by an external entity (see Disclosure 102-56).				
205-1	Total number and percentage of operations subject to risk assessments related to corruption and significant identified risks.	All operations that meet any of the twelve criteria provided in our internal integrity verification procedure (updated compared to the 2017 version, which has not yet been approved by the Executive Committee) are covered by a duty of due diligence by the Directorate of Legal and Governance at the request of Galp's businesses or any other organisational units. In 2018, 133 counter-parties were analysed through our Catalyst Compliance system, with a 60% increase in verified entities.	-	✓	10	16
205-2	Communication and training in anti-corruption policies and procedures.	As of 11 December 2018, 4,728 employees participated in the Code of Ethics and Conduct e-learning course, which was made available in December 2017. The e-learning course dealt with anti-corruption issues together with other issues. As of 28 of May, 50 suppliers attended an on-the-job training at Galp on Galp's Code of Ethics and Conduct, which dealt, among other things, with anti-corruption issues.	-	✓	10	16
205-3	Confirmed cases of corruption and measures taken.	Galp did not report any cases of corruption in 2018.	-	✓	10	16
Material aspect: Anti-competitive behaviour (206) *						
103-1	Explanation of the material theme.	<ul style="list-style-type: none"> RI 2018: 1.4 Modelo de criação de valor; 1.5 Abordagem à materialidade; 4. Sustentabilidade, o nosso compromisso de longo prazo; 4.2 Como podemos transformar desafios em oportunidades; 4.3 Um apelo à ação; 4.4 Como estamos a fazê-lo? - Garantimos a transparência nas nossas ações. <p>A identificação dos temas materiais da Galp teve como base o trabalho descrito no <i>Disclosure</i> 102-47. O tema "Concorrência desleal" relaciona-se com o tema "<i>Corporate governance</i>" e "Ética, transparência e <i>compliance</i>", considerados temas materiais (ver matriz de materialidade no RI 2018 – 1.5 Abordagem à materialidade). Os impactes podem ocorrer tanto nas operações como na cadeia de valor.</p> <ul style="list-style-type: none"> IR 2018: 1.4. Value creation model; 1.5 Addressing materiality; 4. Sustainability, our long standing commitment; 4.2 How can we turn challenges into opportunities? 4.3 A call to action 4.4 How are we doing it? - Ensuring transparency in our actions. <p>The identification of Galp's material themes was based on the work described in <i>Disclosure</i> 102-47. The topic "Unfair competition" is related to the theme "Corporate Governance" and "Ethics, transparency and compliance", which are considered to be material themes (see materiality matrix in IR 2018 - 1.5. Addressing materiality). Impacts can occur both in operations and in the value-chain.</p>	-	✓	-	-
103-2	Form of management and its components.	<ul style="list-style-type: none"> IR 2018: 7. Corporate Governance – Part I: Item 51. <p>Galp's Directorate of Legal and Governance monitors the internal control system by conducting internal investigations, audits or risk assessments on ethics and compliance issues such as bribery and corruption, money laundering and terrorist financing, fraud, conflicts of interest, political, economic and financial sanctions and other restrictive measures, compliance with financial and market regulations, as well as ethical and compliance due diligence for relevant partners and transactions; evaluates the performance of the ethics and compliance function in Galp's various business units, and develops special projects with a view to Galp's conformance with ethics and regulatory compliance matters. In addition, the Directorate of Legal and Governance defines controls on matters of ethics and compliance.</p>	-	✓	-	-

103-3	Evaluation of the form of management.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? <p>Galp measures and monitors indicators associated with this aspect, reporting them in IR 2018 in the sustainability channel or in this document. This information is communicated each year as part of Galp's external financial reporting. In addition, the information is independently audited by an external entity (see Disclosure 102-56).</p>	-	✓	-	-
206-1	Total number of lawsuits as a consequence of unfair competition, antitrust or monopoly practices and their outcomes.	There were no pending administrative or judicial actions related to unfair competition, antitrust or monopoly practices in 2018.	-	✓	-	16
ENVIRONMENTAL SERIES						
Material aspect: Materials (301)*						
103-1	Explanation of the material theme.	<ul style="list-style-type: none"> IR 2018: 1.4 Value creation model ; 1.5 Addressing materiality ;4. Sustainability, our long standing commitment; 4.1. Energy transition: where next?; 4.2 How can we turn challenges into opportunities?; 4.3 A call to action; 4.4 How are we doing it? <p>Galp's material themes were identified based on the work described in Disclosure 102-47. The "Materials" theme is connected to the theme "Health, Safety and Environment", considerer a material theme (see materiality matrix in the IR 2018 - 1.5. Addressing materiality). Impacts may occur both in operations and in the value chain.</p>	-	✓	-	-
103-2	Form of management and its components.	<ul style="list-style-type: none"> IR 2018: 4.4 How are we doing it? Minimising environmental impacts. <p>Over the years, Galp has promoted several initiatives concerning this aspect. Optimising the use of resources is a constant concern at Galp. We promote a responsible use of resources in the three life cycle stages of our facilities, products and services: Formulation and design; Operation and lifespan; End of life and deactivation. In all our operations, aiming at the efficiency in the use of natural resources, we operate according to four key axes. Optimising resource revenue; Redesign of processes and models; Innovation and new technologies; Preservation of natural capital.</p> <p>Galp understands that the protection of people, the environment and assets is an essential condition for generating sustainable value, and it takes responsibility in managing the risks and impacts of its operations. Through its HSE Policy, Galp undertakes to use energy and resources in an eco-efficient way and to implement technologies and procedures that guarantee the operation of facilities and equipment in safe conditions throughout its life cycle.</p> <ul style="list-style-type: none"> For more information on how Galp integrates the Circular Economy Principles: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/operational-eco-efficiency/galp-circular-economy 	-	✓	-	-
103-3	Evaluation of the form of management.	<ul style="list-style-type: none"> IR 2018: 4.4 How are we doing it? - Minimising environmental impacts. <p>Galp performs the measuring and monitoring of the indicators connected to this aspect and reports them in the AIR 2018, in the sustainability channel or in this document. This information is reported every year, within the scope of Galp's non-financial information external reporting. Additionally, the information is independently audited by an external entity (view Disclosure 102-56).</p>	-	✓	-	-

		Through its HSE Policy, Galp undertakes to inform and disclose this Policy to stakeholders and to report its HSE performance in a responsible and transparent manner.				
301-1	Consumption of raw materials.	Crude oil processed at the Matosinhos Refinery: 4,226,057 ton. Crude oil processed at the Sines Refinery: 8,344,640 ton.	-	✓	Principles 7 e 8	8; 12
301-2	Consumption of recycled materials.	Galp operates an industrial unit in Sines, Enerfuel, dedicated to the transformation of waste oils and waste animal fats into second generation biofuels.	-	✓	Principles 7 e 8	8; 12
301-3	Products and packaging recovered.	Weight of SPV (Sociedade Ponto Verde) packages - Plastic (ton): 157.4; Weight of SPV packages - Paper and carton (ton): 67.6; Weight of SPV packages - Steel (ton): 16.0; Weight of SPV packages - TOTAL (ton): 241.0. Declared values under SPV.	-	✓	Principles 7 e 8	8; 12
Material aspect: Energy (302)*						
103-1	Explanation of the material theme.	<ul style="list-style-type: none"> IR 2018: 1.4 Value creation model ; 1.5 Addressing materiality ;4. Sustainability, our long standing commitment; 4.1. Energy transition: where next?; 4.2 How can we turn challenges into opportunities?; 4.3 A call to action; 4.4 How are we doing it? <p>Galp's material themes were identified based on the work described in Disclosure 102-47. The "Energy" theme is connected to the themes "Health, Safety and Environment" and "Energy efficiency of operations, products and services", considerer material themes (view materiality matrix in the IR 2018 - 1.5. Addressing materiality). Impacts may occur both in operations and in the value chain.</p>	-	✓	-	-
103-2	Form of management and its components.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.1. Energy transition: where next?; 4.2 How can we turn challenges into opportunities?; 4.3 A call to action; 4.4 How are we doing it? - Continuing to improve our environmental performance <p>Galp understands that protecting people, the environment and assets is an essential condition for generating sustainable value, assuming its responsibility in managing the risks and impacts of its activities. Through its SSA Policy, Galp undertakes to use energy and resources in an eco-efficient way and to implement technologies and procedures that ensure the operation of facilities and equipment in safe conditions throughout its life cycle.</p> <p>A sustainable low-carbon society must be based on efficient standards of energy consumption and mobility. Therefore, in <u>our operations</u>, we are committed to transitioning to the use of more sustainable energies through technological modernisation and the implementation of energy efficiency measures, such as: Replacing fuel oil with natural gas in refineries; Launching new fuel products (Evologic), with the latest generation, more efficient additives, with less GHG generation; Producing second generation biofuels; Investing in eco-efficiency projects in the refining segment; Installing photovoltaic solar panels in filling stations for electric microgeneration; Exporting natural gas produced in the E&P activity for sale; fast-charging network of electric vehicles; among others.</p> <p>During 2018, Galp also acquired solar generation licenses in Portugal, with the aim of developing its capacity to generate primary energy from renewable sourceS.</p> <p>On the other hand, we promote energy efficiency among our <u>partners and clients</u>. At Galp we are constantly looking for innovative resource management solutions, in conjunction with our partners. Those improvements are reached by: Implementing more efficient solutions and equipment;</p>	-	✓	-	-

		<p>implementing consumption measurement systems; implementing decentralised energy production systems; Raising behaviour awareness among our clients.</p> <p>There is also the Galp 21, university cooperation program Galp 21 supports annually two dozen students to carry out an energy diagnosis in companies and to propose more rational solutions and behaviour.</p> <p>Galp's activity is covered by certain policies and regulations on energy and emissions, including: Buildings: European Directive on the energy performance of buildings and Energy Certification System for Buildings; Transport: Regulation on energy consumption management for the transport sector; Refining: European Union Emissions Trading System; Intensive Consumption of Energy Management System and the Industrial Emissions Directive. Compliance with these policies and regulations is subject to internal audits, and audits by official entities and independent external parties.</p> <p>Learn more about goals and targets at Galp's website - Energy and climate: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate</p> <ul style="list-style-type: none"> • Further information on Galp's position and how this theme is managed: https://www.galp.com/corp/en/sustainability • About mobility see: http://veiculoelétrico.galp.pt 				
103-3	Evaluation of the form of management.	<ul style="list-style-type: none"> • IR 2018: 4. Sustainability, our long standing commitment; 4.1. Energy transition: where next?; 4.2 How can we turn challenges into opportunities?; 4.3 A call to action; 4.4 How are we doing it? - Continuing to improve our environmental performance <p>Galp performs the measuring and monitoring of the indicators connected to this aspect and reports them in the IR2018, in the sustainability channel or in this document. This information is reported every year, within the scope of Galp's non-financial information external reporting. Additionally, the information is independently audited by an external entity (view Disclosure 102-56).</p> <p>Through its HSE Policy, Galp undertakes to inform and disclose this Policy to stakeholders and to report its HSE performance in a responsible and transparent manner.</p>	-	✓	-	-
302-1	Energy consumption within the organization.	<ul style="list-style-type: none"> • IR 2018: 4.4 How are we doing it? - Continuing to improve our environmental performance • CDP Climate Change Information Request: C8. Energy - https://www.cdp.net/en/responses. <p>Primary energy: Direct energy consumption by primary sources (TJ): 41,688. The main fuels used are NG, diesel, gasoline and fuel oil. In the refineries' activity, there is still consumption of fuel gas. This includes all Galp business segments (E&P; R&M; G&P; Others).</p> <p>Purchase of electricity: Purchase of electricity (TJ): 1,771. The data hereinabove provided include all Galp business segments (E&P; R&M; G&P; Others).</p> <p>Electricity production: Electric energy production (TJ): 3,468</p> <p>Electricity sold: Electricity sold (TJ): 2,454 The production and sale of electricity relate to R&M (Sines and Matosinhos refineries); G&P (Agroger) and Retail (service stations).</p> <p>Energy consumption is converted to GJ through internationally accepted conversion factors (EPA – Environmental Portuguese Agency).</p>	-	✓	Principles 7 e 8	7; 8; 12; 13

302-2	Energy consumption outside the organization.	Galp monitors and reports the energy consumption outside the organisation, namely: diesel consumption by the fleet of service providers (road transport); diesel consumption by the fleet of service providers (maritime transport); fuel oil consumption by the fleet of service providers. Energy consumption connected to the service providers (GJ): 1,881,340. Energy consumption is converted to GJ through internationally accepted conversion factors (EPA).	-	✓	Principle 8	7; 8; 12; 13
302-3	Energy intensity.	Galp calculates energy intensity ratios for its most relevant operations, namely: R&M and E&P (non-operated). R&M: Sines refinery – Energy Intensity Index: 96.2. R&M: Matosinhos refinery – Energy Intensity Index: 80.7. E&P NON-operated BRAZIL (GJ/ton): 0.64 (energy consumption/hydrocarbons produced. This includes diesel and fuel gas). E&P NON-operated ANGOLA (GJ/ton): 2.08 (energy consumption/hydrocarbons produced. This includes diesel and fuel gas). • CDP Climate Change Information Request: C4. Targets and performance; C5. Emissions Methodology; C6. Emissions data; C9. Additional metrics - https://www.cdp.net/en/responses .	-	✓	Principle 8	7; 8; 12; 13
302-4	Reduction of energy consumption.	• IR 2018: 4.4 How are we doing it? - Continuing to improve our environmental performance • CDP Climate Change Information Request: C8. Energy - https://www.cdp.net/en/responses . <u>Galp 21</u> : Galp has a university cooperation programme with the name Galp 21, which annually supports two dozen students in carrying out an energy diagnosis in companies and proposing more rational solutions and behaviour. The programme - formerly known as Galp 20-20-20 - is the largest in Portugal and has already benefited 232 scholarships since 2007. In 2018, 69 measures were proposed, 26% of which were implemented by the participating entities. These measures will lead to a 5% reduction in the annual primary energy consumption and 4% in annual CO2 emissions. <u>Wind power</u> : on the other hand, Galp has a 12 MW installed capacity in a wind power generation center in Portugal (Vale Grande), that in 2018 produced more than 30 GWh which corresponds to 8,187 t CO2 avoided. <u>Solar energy</u> : Galp has installed solar panels at the filling stations which has made it possible to avoid c. of 730 t CO2. <u>Refining</u> : Reduction of 8% in direct energy consumption of primary sources per treated feedstock compared to 2017, compared to the energy efficiency projects carried out. Through our segment of energy solutions, we implement sustainable solutions and energy efficiency with our customers, allowing them to reduce their consumption and energy costs, and avoid the emission of greenhouse gases. Along with its customers, in 2018, Galp developed energy efficiency solutions that avoided emissions of 723 tCO ₂ /year. Internationally accepted emission factors (EPA; Regulatory Entity for Energy Services - ERSE) are used to calculate emissions. For more information, please visit Galp's website - Energy efficiency: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate/energy-efficiency	-	✓	Principles 8 e 9	7; 8; 12; 13
302-5	Reductions in the energy needs of products and services.	• IR 2018: 3.2. Refining & Marketing.	-	✓	Principles 8 e 9	7; 8; 12; 13

		<p>Biofuels: In 2018, Galp introduced around 130 thousand m³ of biodiesel. In Spain, around 130 thousand m³ of biofuels were introduced, also in compliance with local legislation. Through the introduction of biofuels in the road market, we have contributed to prevent 62.5 kton of CO₂.</p> <p>Galp offers its clients a wide range of services specifically designed to meet the needs of the industry, buildings and transport segments in the national market. Therefore, some concepts of proposal-type integrated energy efficiency solutions were created.</p>				
OG2	Total amount invested in renewable energy (k€).	<p>Capital expenditure Belém Bioenergia Brasil (k€): 15,651.</p> <p>Capital expenditure Enerfuel (k€): 192.</p>	-	✓	-	-
OG3	Total renewable energy generated, broken down by source (MWh).	<ul style="list-style-type: none"> • IR2018: 1.6. Our contribution to sustainable development 3.2. Refining & Marketing; 3.3. Gas & Power. Renewable energy produced in 2018: 293,451 MWh. • See indicators 302-4 and 302-5. • CDP Climate Change Information Request: C4. Targets and performance; C9. Additional metrics - https://www.cdp.net/en/responses. 	-	✓	-	-
Material aspect: Water (303)*						
103-1	Explanation of the material theme.	<ul style="list-style-type: none"> • IR 2018: 1.4. Value creation model; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment; 4.1. Energy transition: where next?; 4.2 How can we turn challenges into opportunities?; 4.3 A call to action; 4.4 How are we doing it? <p>Galp's material themes were identified based on the work described in Disclosure 102-47. The "Water" theme is connected to the theme "Health, Safety and Environment", deemed a material theme (view materiality matrix in the IR 2018 - 1.5. Addressing materiality). Impacts may occur both in operations and in the value chain.</p>	-	✓	-	-
103-2	Form of management and its components.	<ul style="list-style-type: none"> • IR 2018: 4. Sustainability, our long standing commitment; 4.1. Energy transition: where next?; 4.2 How can we turn challenges into opportunities?; 4.3 A call to action; 4.4 How are we doing it? <p>The risks connected to water quality and availability are countless and proportionate to the trend of population growth and industrialisation. The safety of water resources is essential, especially considering climate change and its effects. In this sense, Galp is committed to the adoption of measures that lead to a more efficient and sustainable use of water in our operations. We promote the reduction of water consumption and the increase of reused water, by adopting water reuse and recirculation systems. Galp understands that the protection of people, the environment and assets is an essential condition for generating sustainable value, and it takes responsibility in managing the risks and impacts of its operations. Through its HSE Policy, Galp undertakes to use energy and resources in an eco-efficient way and to implement technologies and procedures that guarantee the operation of facilities and equipment in safe conditions throughout its life cycle.</p> <p>Further information on Galp's position and how this theme is managed at:</p> <p>https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/biodiversity-and-water</p>	-	✓	-	-
103-3	Evaluation of the form of management.	<ul style="list-style-type: none"> • IR 2018: 4. Sustainability, our long standing commitment; 4.1. Energy transition: where next?; 4.2 How can we turn challenges into opportunities?; 4.3 A call to action; 4.4 How are we doing it? <p>Galp performs the measuring and monitoring of the indicators connected to this aspect and reports them in the IR 2018, in the sustainability channel or in this document. This information is reported every year,</p>	-	✓	-	-

		<p>within the scope of Galp's non-financial information external reporting. Additionally, the information is independently audited by an external entity (view Disclosure 102-56).</p> <p>Through its HSE Policy, Galp undertakes to inform and disclose this Policy to stakeholders and to report its HSE performance in a responsible and transparent manner.</p>																						
303-1	Total water consumption by source.	<p>• IR 2018: 4.4 How are we doing it? - Continuing to improve our environmental performance</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="2" style="text-align: center;">2018</th> </tr> <tr> <th colspan="2" style="text-align: center;">thousand m³</th> </tr> </thead> <tbody> <tr> <td>Total consumption of raw water</td> <td style="text-align: right;">10,319</td> </tr> <tr> <td>Public water</td> <td style="text-align: right;">6,819</td> </tr> <tr> <td>Fresh surface water abstracted</td> <td style="text-align: right;">0</td> </tr> <tr> <td>Groundwater abstracted</td> <td style="text-align: right;">144</td> </tr> <tr> <td>Salty water</td> <td style="text-align: right;">464</td> </tr> <tr> <td>Water for supply to third parties</td> <td style="text-align: right;">4</td> </tr> <tr> <td>Water supplied by third parties</td> <td style="text-align: right;">2,896</td> </tr> </tbody> </table> <p>Water consumption is determined by standard methodologies, e.g. billing, meter reading or estimating.</p>	2018		thousand m ³		Total consumption of raw water	10,319	Public water	6,819	Fresh surface water abstracted	0	Groundwater abstracted	144	Salty water	464	Water for supply to third parties	4	Water supplied by third parties	2,896	-	✓	Principles 7 e 8	6
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Water supplied by third parties	2,896																							
303-2	Water sources significantly affected by water abstraction.	According to its knowledge to date, Galp has no activities where water consumption significantly affects water sources.	-	✓	Principle 8	6																		
303-3	Percentage and total volume of recycled and reused water.	<p>In 2018, we reused 1.592.585 m³ of water, which corresponds to an overall 15% of raw water consumed.</p> <p>Volume of reused water - MR (m³): 903,750</p> <p>Volume of reused water - SR (m³): 688,835</p>	-	✓	Principle 8	6; 8; 12																		
Aspect: Biodiversity (304)																								
304-1	Location in protected or adjacent areas, and areas of high biodiversity value outside protected areas.	<p>100% of Galp sites are analysed in terms of biodiversity risks. None of the E&P blocks held by Galp is located within areas classified as UNESCO World Heritage or in IUCN Protected Areas, categories I to IV.</p> <p>• You can find more information on Galp's position and biodiversity on the Galp website - Biodiversity and water protection: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/biodiversity-and-water</p>	-	✓	Principle 8	6; 14; 15																		
Material aspect: Emissions (305)*																								
103-1	Explanation of the material theme.	<p>• IR 2018: 1.4. Value creation model; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment; 4.1. Energy transition: where next?; 4.2 How can we turn challenges into opportunities?; 4.3 A call to action; 4.4 How are we doing it?</p> <p>Galp's material themes were identified based on the work described in Disclosure 102-47. The "Emissions" theme is connected to the themes "Health, Safety and Environment" and "Adequate portfolio to meet energy needs", considerer material themes (see materiality matrix in IR 2018 - 1.5. Addressing materiality). Impacts may occur both in operations and in the value chain.</p>	-	✓	-	-																		
103-2	Form of management and its components.	• IR 2018: 4. Sustainability, our long standing commitment; 4.1. Energy transition: where next?; 4.2 How can we turn challenges into opportunities?; 4.3 A call to action; 4.4 How are we doing it?	-	✓	-	-																		

		<p>• CDP Climate Change Information Request: C1. Governance; C3. Business Strategy; C4. Targets and performance; C9. Additional metrics - https://www.cdp.net/en/responses. To ensure long-term value creation, we are committed to a sustainable strategy, reflecting the risks and opportunities related to climate change. Aware of the challenges that climate change represents and considering the expectations of its stakeholders, Galp updates its policy on climate change: https://www.galp.com/Portals/0/Recursos/Governo-Societario/SharedResources/Documentos/EN/Climate-Change-Policy.pdf We seek a portfolio that meets the challenges of a low-carbon economy. In this portfolio, energy efficiency, minimising the intensity of GHG emissions, as well as the adaptability to the effects of climate change, are imperative conditions for the execution of operations, products and services. These are also priority areas for action with our clients and partners. The strategy is based on four axes of action and their objectives:</p> <p>- Responsible exploration and production; – Efficient refining and marketing; – Innovation, research and development, and promotion of innovative and differentiating solutions that promote the transition to a low carbon economy supported by renewable energy sources; – Anticipating trends and expectations of stakeholders with regard to energy and climate. Various initiatives related to the theme, namely: CDP; Zero Flaring Routine by 2030; Meet 2030; We Mean Business, among others. Concerning other atmospheric emissions, aware of the importance of air quality to public health and the environment, we manage our operations while safeguarding their protection. In order to make our activity and our products more sustainable, we have implemented the best available technologies (BAT) for the reduction of atmospheric emissions. Further information on Galp's position and how this theme is managed is on the Galp website - Climate Change and Energy transition: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate/climate-change-and-energy-transition Further information on Galp's position and how this theme is managed is on the Galp website - Operating eco-efficiency https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/operational-eco-efficiency</p>				
103-3	Evaluation of the form of management.	<p>• IR 2018: 4. Sustainability, our long standing commitment; 4.1. Energy transition: where next?; 4.2 How can we turn challenges into opportunities?; 4.3 A call to action; 4.4 How are we doing it? - Continuing to improve our environmental performance Galp performs the measuring and monitoring of the indicators connected to this aspect and reports them in the IR 2018, in the sustainability channel or in this document. This information is reported every year, within the scope of Galp's non-financial information external reporting. Additionally, the information is independently audited by an external entity (view Disclosure 102-56). Through its HSE Policy, Galp undertakes to inform and disclose this Policy to stakeholders and to report its HSE performance in a responsible and transparent manner.</p>	-	✓	-	-
305-1	Direct GHG emissions (scope 1).	<p>• IR 2018: 4.3 A call to action, Monitoring our footprint; 4.4 How are we doing it? - Continuing to improve our environmental performance - Direct GHG emissions (scope 1): 3,26 mt CO₂e</p>	-	✓	Principles 7 e 8	3; 12; 13; 14; 15

		<ul style="list-style-type: none"> • CDP Climate Change Information Request: C5. Emissions Methodology; C6. Emissions Data; C-OG6; C7. Emissions Breakdown; C-OG7 - https://www.cdp.net/en/responses. <p>Galp's carbon footprint is annually calculated using the methodological framework established by The Greenhouse Gas Protocol – Corporate Accounting and Reporting Standard, supplemented by the relevant industry adaptation promoted by the International Petroleum Industry Environmental Conservation Association (IPIECA) – Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Gas Industries. The Global Warming Potentials calculated in the IPCC Fourth Assessment Report (AR4) were used.</p>																				
305-2	Indirect GHG emissions (scope 2).	<ul style="list-style-type: none"> • IR 2018: 4.3 A call to action, Monitoring our footprint. - Indirect GHG emissions (scope 2): 0.13 mt CO₂e • CDP Climate Change Information Request: C5. Emissions Methodology; C6. Emissions Data; C-OG6; C7. Emissions Breakdown; C-OG7 - https://www.cdp.net/en/responses. 	-	✓	Principles 7 e 8	3; 12; 13; 14; 15																
305-3	Other indirect GHG emissions (scope 3).	<ul style="list-style-type: none"> • IR 2018: 4.3 A call to action, Monitoring our footprint. <p>In 2018, Galp reviewed the methodology for calculating the carbon footprint, highlighting the integration of more categories in scope 3, promoting a more transparent mapping and reporting of indirect emissions. This update is in line with the best practices applicable to the Oil & Gas sector, taking into account the GHG Protocol and IPIECA guidelines, as well as the materiality analysis of emission sources.</p> <p>As a result of this review, Galp's carbon footprint in 2018 has a broader scope than in previous years, including more indirect emissions from activities such as: purchased goods and services, logistics activities, business travel, processing of products sold, use of products and investments.</p> <table border="1"> <thead> <tr> <th>Indirect GHG emissions (scope 3) (mt CO₂e)</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Category 1 - Goods and services purchased</td> <td>5.95</td> </tr> <tr> <td>Category 3 - Fuel and energy related activities not included in Scopes 1 and 2</td> <td>1.2</td> </tr> <tr> <td>Category 6 - Business travel</td> <td>0.01</td> </tr> <tr> <td>Category 4 + 9 - Transport and distribution (upstream / downstream)</td> <td>0.71</td> </tr> <tr> <td>Category 10 - Processing of products sold</td> <td>14.44</td> </tr> <tr> <td>Category 11 - Use of products</td> <td>61.17</td> </tr> <tr> <td>Category 15 - Investments</td> <td>0.62</td> </tr> </tbody> </table> <ul style="list-style-type: none"> • CDP Climate Change Information Request: C5. Emissions Methodology; C6. Emissions Data; C-OG6; C7. Emissions Breakdown; C-OG7 - https://www.cdp.net/en/responses. 	Indirect GHG emissions (scope 3) (mt CO ₂ e)	2018	Category 1 - Goods and services purchased	5.95	Category 3 - Fuel and energy related activities not included in Scopes 1 and 2	1.2	Category 6 - Business travel	0.01	Category 4 + 9 - Transport and distribution (upstream / downstream)	0.71	Category 10 - Processing of products sold	14.44	Category 11 - Use of products	61.17	Category 15 - Investments	0.62	-	✓	Principles 7 e 8	3; 12; 13; 14; 15
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305-4	Carbon intensity.	<ul style="list-style-type: none"> • IR 2018: 3.1. Exploration & Production, Key figures; 3.2. Refining & Marketing, Key figures ; 3.3 Gas & Power, Key figures ; 4.3 A call to action, Monitoring our footprint. <p>Galp calculates carbon intensity ratios for its most relevant operations, namely: R&M and E&P. In Refining, CWT is the denominator. In the case of E&P, the denominator is the amount of hydrocarbons produced. The ratios are calculated with Scope 1 GHG emissions.</p> <table border="1"> <thead> <tr> <th></th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Carbon intensity (Refining)</td> <td></td> </tr> <tr> <td>Sines refinery (CO₂/CWT)</td> <td>31.3</td> </tr> </tbody> </table>		2018	Carbon intensity (Refining)		Sines refinery (CO ₂ /CWT)	31.3	-	✓	Principle 8	13;14; 15										
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305-5	Reducing GHG emissions.	<p>See Disclosures 302-4 and 302-5.</p> <ul style="list-style-type: none"> • IR 2018: 1.6. Our contribution to sustainable development - 71,365 ton CO₂ emissions avoided through renewable energy and energy solutions. • CDP Climate Change Information Request: C4. Targets and performance - https://www.cdp.net/en/responses. • For more information, please visit the Galp website - Climate Change and Energy transition: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate/climate-change-and-energy-transition 	-	✓	Principles 8 e 9	13; 14; 15																																		
305-6	Emissions of ozone-depleting substances, by weight.	<p>Our Company does not manufacture or sell products that emit substances that damage the ozone layer. On the other hand, it ensures compliance of equipment containing such substances with applicable regulations, verifying such compliance through auditing. Finally, our Company has a Regulatory Guide – Management of substances that deplete the ozone layer. We thereby guarantee the absence of significant emission sources of these substances.</p>	-	✓	Principles 7 e 8	3; 12																																		

305-7	NOx, SOx and other atmospheric emissions.	<ul style="list-style-type: none"> IR 2018: 4.4 How are we doing it? - Continuing to improve our environmental performance <p>Internationally accepted emission factors (EEA; EPA) applied to energy consumptions are used to calculate emissions. In Refining, emissions are measured continuously.</p>	-	✓	Principles 7 e 8	3; 12; 14; 15
Material aspect: effluents and waste (306)*						
103-1	Explanation of the material theme.	<ul style="list-style-type: none"> IR 2018: 1.4. Value creation model; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment; 4.1. Energy transition: where next?; 4.2 How can we turn challenges into opportunities?; 4.3 A call to action; 4.4 How are we doing it? <p>Galp's material themes were identified based on the work described in Disclosure 102-47. The "Effluents and waste" theme is connected to the theme "Health, Safety and Environment", deemed a material theme (view materiality matrix in the IR 2018 - 1.5 Addressing materiality). Impacts may occur both in operations and in the value chain.</p>	-	✓	-	-
103-2	Form of management and its components.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? <p>We are committed to the preservation of resources that are fundamental for the future of the planet. We assure efficiency in the consumption of natural resources, in waste production and recovery, and in the emission of liquid and gaseous effluents.</p> <p>Galp understands that the protection of people, the environment and assets is an essential condition for generating sustainable value, and it takes responsibility in managing the risks and impacts of its operations. Through its HSE Policy, Galp undertakes to use energy and resources in an eco-efficient way and to implement technologies and procedures that guarantee the operation of facilities and equipment in safe conditions throughout its life cycle.</p> <p>At Galp, we are committed to the continuous improvement of Health, Safety and Environmental performance, reducing the negative impact, and maximising the positive effect of our activities.</p> <p>Particularly in waste, we set operational priorities in waste management, following these levels of hierarchy: Production prevention and reduction - In the design of facilities and better management of operations; Reuse - of products, prolonging their operating life; Recycling - Recovering the materials/components. Recovery - In energy terms; Treatment and disposal.</p> <p>On the other hand, we see circular economy as an essential tool for balancing the balance between economic growth and resource consumption.</p> <ul style="list-style-type: none"> Further information on Galp's position and how this theme is managed is on the Galp website - Operating eco-efficiency: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/operational-eco-efficiency https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/operational-eco-efficiency/galp-circular-economy 	-	✓	-	-
103-3	Evaluation of the form of management.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? <p>Galp performs the measuring and monitoring of the indicators connected to this aspect and reports them in the IR 2018, in the sustainability channel or in this document. This information is reported every year, within the scope of Galp's non-financial information external reporting. Additionally, the information is independently audited by an external entity (view Disclosure 102-56).</p>	-	✓	-	-

		Through its HSE Policy, Galp undertakes to inform and disclose this Policy to stakeholders and to report its HSE performance in a responsible and transparent manner.																												
306-1	Production of liquid effluents, by quality and by destination.	<p>• IR 2018: 4.4 How are we doing it? - Continuing to improve our environmental performance</p> <table border="1"> <thead> <tr> <th colspan="2">2018</th> </tr> <tr> <th colspan="2">thousand m³</th> </tr> </thead> <tbody> <tr> <td>Total production of liquid effluents</td> <td>6,455</td> </tr> <tr> <td>Water environment</td> <td>2,100</td> </tr> <tr> <td>Soil</td> <td>0.8</td> </tr> <tr> <td>Municipal collector</td> <td>420</td> </tr> <tr> <td>Delivered to a specialised company</td> <td>3,935</td> </tr> </tbody> </table> <p>E&P Non-operated - Angola (water environment effluent) (thousand m³): 818.1 Effluent production is determined by standard methodologies, e.g. billing or estimating.</p>	2018		thousand m ³		Total production of liquid effluents	6,455	Water environment	2,100	Soil	0.8	Municipal collector	420	Delivered to a specialised company	3,935	-	✓	Principle 8	3; 6; 12; 14										
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306-2	Waste produced, by type and method of treatment.	<p>• IR 2018: 4.4 How are we doing it? - Continuing to improve our environmental performance</p> <table border="1"> <thead> <tr> <th colspan="2">2018</th> </tr> <tr> <th colspan="2">Tonnes</th> </tr> </thead> <tbody> <tr> <td>Total waste production</td> <td>44,203</td> </tr> <tr> <td>Recovered</td> <td>18,468</td> </tr> <tr> <td>Disposed</td> <td>25,736</td> </tr> <tr> <td>Hazardous waste</td> <td>31,758</td> </tr> <tr> <td>Recovered</td> <td>7,092</td> </tr> <tr> <td>Disposed</td> <td>24,666</td> </tr> <tr> <td>Non-hazardous waste</td> <td>12,443</td> </tr> <tr> <td>Recovered</td> <td>11,374</td> </tr> <tr> <td>Disposed</td> <td>1,070</td> </tr> <tr> <td>Percentage of total waste recovered (%)</td> <td>42%</td> </tr> </tbody> </table> <p>Waste production is determined through waste control guides provided by the service providers.</p>	2018		Tonnes		Total waste production	44,203	Recovered	18,468	Disposed	25,736	Hazardous waste	31,758	Recovered	7,092	Disposed	24,666	Non-hazardous waste	12,443	Recovered	11,374	Disposed	1,070	Percentage of total waste recovered (%)	42%	-	✓	Principle 8	3; 6; 12
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306-3	Occurrence of spillage.	<p>• IR 2018: 4.4 How are we doing it? - Continuing to improve our environmental performance</p> <table border="1"> <thead> <tr> <th colspan="2">2018</th> </tr> <tr> <th colspan="2">No. and m³</th> </tr> </thead> <tbody> <tr> <td>Losses of primary containment (no.) (>150 l)</td> <td>12</td> </tr> <tr> <td>Losses of primary containment (m³)</td> <td>35.6</td> </tr> <tr> <td>Losses of primary containment that reached the environment (no.) (>150 l)</td> <td>8</td> </tr> <tr> <td>Losses of primary containment that reached the environment (m³)</td> <td>14.3</td> </tr> </tbody> </table>	2018		No. and m ³		Losses of primary containment (no.) (>150 l)	12	Losses of primary containment (m ³)	35.6	Losses of primary containment that reached the environment (no.) (>150 l)	8	Losses of primary containment that reached the environment (m ³)	14.3	-	✓	Principle 8	3; 6; 12; 14; 15												
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		<ul style="list-style-type: none"> Further information on Galp's position and how this theme is managed is on the Galp website - Operating eco-efficiency: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/operational-eco-efficiency 																																
306-4	Weight of transported, imported, exported or treated hazardous waste and percentage of shipments of waste internationally transported.	Not applicable. Galp does not import/export hazardous waste.	-	✓	-	3 12																												
306-5	Water resources, and their habitats affected by water discharges and drainage.	Waste water discharges are subject to licensing and we assume that compliance with standards guarantees the absence of impacts on biodiversity. On the other hand, at the main industrial facilities we monitor the quality of groundwater and carry out quantitative risk analyses, which confirm that surrounding ecosystems are not impacted by our activities.	-	✓	Principle 8	6; 14; 15																												
G4-OG5	Volume of water produced.	E&P NON-operated - Angola (m ³): 818.100 E&P NON-operated - Angola (m ³ /10 ³ ton): 2,077.6	-	✓	-	-																												
G4-OG6	Volume of flared and vented hydrocarbons.	Flaring: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th colspan="2" style="border-bottom: 1px solid black;">2018</th> </tr> </thead> <tbody> <tr> <td colspan="2">Flaring (E&P)</td> </tr> <tr> <td>E&P Operated Brazil - Gas flaring (m³)</td> <td style="text-align: right;">1,191,924,0</td> </tr> <tr> <td>E&P Operated Brazil - Gas flaring (ton)</td> <td style="text-align: right;">975</td> </tr> <tr> <td>E&P Operated BRAZIL - Ratio (ton/10³ ton)</td> <td style="text-align: right;">120</td> </tr> <tr> <td>E&P NON-operated Brazil - Gas flaring (m³)</td> <td style="text-align: right;">31,742,751</td> </tr> <tr> <td>E&P NON-operated BRAZIL - Gas flaring (ton)</td> <td style="text-align: right;">25,966</td> </tr> <tr> <td>E&P NON-operated BRAZIL - Ratio (ton/10³ ton)</td> <td style="text-align: right;">4.79</td> </tr> <tr> <td>E&P NON-operated ANGOLA - Gas flaring (m³)</td> <td style="text-align: right;">22,381,054</td> </tr> <tr> <td>E&P NON-operated ANGOLA - Gas flaring (ton)</td> <td style="text-align: right;">18,308</td> </tr> <tr> <td>E&P NON-operated ANGOLA - Ratio (ton/10³ ton)</td> <td style="text-align: right;">46.49</td> </tr> <tr> <td>E&P TOTAL (Brazil OP + Brazil NOP + Angola NOP) - Gas flaring (m³)</td> <td style="text-align: right;">55,315,729</td> </tr> <tr> <td>E&P TOTAL (Brazil OP + Brazil NOP + Angola NOP) - Gas flaring (ton)</td> <td style="text-align: right;">45,248</td> </tr> <tr> <td>E&P TOTAL (Brazil OP + Brazil NOP + Angola NOP) - Ratio (ton/10³ ton)</td> <td style="text-align: right;">7.77</td> </tr> </tbody> </table> <p>In non-operated Blocks, we do not carry out venting.</p>	2018		Flaring (E&P)		E&P Operated Brazil - Gas flaring (m ³)	1,191,924,0	E&P Operated Brazil - Gas flaring (ton)	975	E&P Operated BRAZIL - Ratio (ton/10³ ton)	120	E&P NON-operated Brazil - Gas flaring (m ³)	31,742,751	E&P NON-operated BRAZIL - Gas flaring (ton)	25,966	E&P NON-operated BRAZIL - Ratio (ton/10³ ton)	4.79	E&P NON-operated ANGOLA - Gas flaring (m ³)	22,381,054	E&P NON-operated ANGOLA - Gas flaring (ton)	18,308	E&P NON-operated ANGOLA - Ratio (ton/10³ ton)	46.49	E&P TOTAL (Brazil OP + Brazil NOP + Angola NOP) - Gas flaring (m ³)	55,315,729	E&P TOTAL (Brazil OP + Brazil NOP + Angola NOP) - Gas flaring (ton)	45,248	E&P TOTAL (Brazil OP + Brazil NOP + Angola NOP) - Ratio (ton/10³ ton)	7.77	-	✓	-	-
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G4-OG7	Amount of drilling waste and strategy for their disposal.	E&P (operated) - Brazil (ton): 0. There was no drilling in 2018. E&P (non-operated): information not available. The operator does not provide this information.	-	✓	-	-																												
Aspect: Products and services (OG)																																		
G4-OG8	Lead, benzene and sulphur content in fuels.	See the Sustainability Report - SR 2013, page 73: https://www.galp.com/Portals/0/Recursos/Investidores/SharedResources/Relatorios/EN/2013RA/Sustainability-report-2013-en.pdf	-	✓	-	-																												
Material aspect: Environmental compliance (307)*																																		

103-1	Explanation of the material theme.	<ul style="list-style-type: none"> IR 2018: 1.4. Value creation model; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment; 4.1. Energy transition: where next?; 4.2 How can we turn challenges into opportunities?; 4.3 A call to action; 4.4 How are we doing it? <p>Galp's material themes were identified based on the work described in Disclosure 102-47. The "Environmental compliance" theme is connected to the theme "Corporate governance" and "Ethics, transparency and compliance", deemed a material theme (view materiality matrix in the IR 2018 - 1.5. Addressing materiality). Impacts may occur both in operations and in the value chain.</p>	-	✓	-	-
103-2	Form of management and its components.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.1. Energy transition: where next?; 4.2 How can we turn challenges into opportunities?; 4.3 A call to action; 4.4 How are we doing it? <p>Galp understands that the protection of people, the environment and assets is an essential condition for generating sustainable value, and it takes responsibility in managing the risks and impacts of its operations. Through its HSE Policy, Galp undertakes to comply, in all its activities and geographies, with the applicable legislation and regulations on Health, Safety and Environment.</p> <p>Within the Risk Management Committee's framework, there is a working group that addresses issues related to the environment, quality and safety, compliance and regulatory changes. During 2018, the working group focused on the most critical risks in these matters and reported the findings of its evaluation to the Committee.</p> <p>At Galp, we are committed to the continuous improvement of Health, Safety and Environmental performance, reducing the negative impact, and maximising the positive effect of our activities. Galp has a tool for periodically reviewing applicable legislation (e.g. environmental and other) to minimize potential regulatory and compliance risks related to the issue. In addition, Galp performs internal and external annual audits of verification and legal compliance.</p> <ul style="list-style-type: none"> Further information on Galp's position and how this theme is managed is on the Galp website - Environmental protection: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-the-environment-and-assets/environmental-protection 	-	✓	-	-
103-3	Evaluation of the form of management.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? <p>Galp performs the measuring and monitoring of the indicators connected to this aspect and reports them in the IR 2018, in the sustainability channel or in this document. This information is reported every year, within the scope of Galp's non-financial information external reporting. Additionally, the information is independently audited by an external entity (view Disclosure 102-56).</p> <p>Through its HSE Policy, Galp undertakes to inform and disclose this Policy to stakeholders and to report its HSE performance in a responsible and transparent manner.</p>	-	✓	-	-
307-1	Non-monetary fines and penalties for non-compliance with environmental laws and regulations.	<p>There were no convictions regarding non-monetary sanctions or significant fines for non-compliance with environmental laws and regulations in 2018.</p> <p>Galp considers significant fines those over €100.000.</p>	-	✓	Principle 8	16
Material aspect: Supplier Environmental Assessment (308)*						
103-1	Explanation of the material theme.	<ul style="list-style-type: none"> IR 2018: 1.4. Value creation model; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment; 4.4 How are we doing it? <p>Galp's material themes were identified based on the work described in Disclosure 102-47. The "Environmental assessment of suppliers" theme is connected to the theme "Sustainable management of</p>	-	✓	-	-

		the value chain”, considerer a material theme (view materiality matrix in the A&A 2018 - 1.5. Addressing materiality). Impacts may occur both in operations and in the value chain.										
103-2	Form of management and its components.	<p>• IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? At Galp, we are constantly concerned with the actions of our suppliers, contractors and other business partners. We want their performance to conform to the requirements we apply to our operations and activities. We demand that business practices comply with the contractual terms we establish in the various sustainability components.</p> <p>Throughout our procurement process, from selection to contract formalisation, the following principles that govern us are incorporated: Ethics and transparency; Respect for human rights; Protection of the environment, people and assets. This approach is implemented through procedures and a series of regulations and reference documents that our current and future partners must know, namely: Procurement policy; Code of ethics; Anti-corruption policy; Health, Safety and Environmental policy; Quality policy; Corporate responsibility policy.</p> <p>See more information in what concerns to supply chain risk management, Certifications, Supplier audits and Selection criteria of suppliers to be audited on Galp’s website - Sustainable supply chain management: https://www.galp.com/corp/en/sustainability/our-commitments/engaging-stakeholders/engaging-with-suppliers-and-partners</p>	-	✓	-	-						
103-3	Evaluation of the form of management.	<p>• IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it?- Involving our supply chain Galp performs the measuring and monitoring of the indicators connected to this aspect and reports them in the IR 2018, in the sustainability channel or in this document. This information is reported every year, within the scope of Galp’s non-financial information external reporting. Additionally, the information is independently audited by an external entity (view Disclosure 102-56).</p> <p>Through its HSE Policy, Galp undertakes to inform and disclose this Policy to stakeholders and to report its HSE performance in a responsible and transparent manner.</p>	-	✓	-	-						
308-1	New suppliers assessed based on environmental criteria.	<p>• IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it?- Involving our supply chain All our suppliers are assessed based on environmental criteria.</p> <p>In the scope of APETRO (Portuguese Association of Petroleum Companies), in 2018, 4 audits were carried out by Carriers that render services to Galp. At Galp, together with the Portuguese Association of Petroleum Companies (APETRO), we have an audit plan in place for contractors who transport our products. All drivers attend compulsory courses, whose contents are validated by Galp, regarding defensive driving, handling of products, among others. Also in the scope of this agreement with APETRO, we signed a Road Safety Agreement with other associated companies to improve the conditions of inland transport of petroleum products. Namely, we have developed initiatives with public entities for legislative reviews and to develop a founded support system in case of accident.</p> <p>Certification of suppliers:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="width: 20%; text-align: center;">2018</th> </tr> </thead> <tbody> <tr> <td>International Standard</td> <td></td> </tr> <tr> <td>Quality (ISO 9001)</td> <td style="text-align: center;">2,791</td> </tr> </tbody> </table>		2018	International Standard		Quality (ISO 9001)	2,791	-	✓	Principle 8	-
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308-2	Negative environmental impacts in the supply chain and actions taken.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it?- Involving our supply chain <p>No tier 1 (critical and non-critical) suppliers with high environmental sustainability risk were identified.</p> <p>For more information, please visit the Galp website - Sustainable supply chain management: https://www.galp.com/corp/en/sustainability/our-commitments/engaging-stakeholders/engaging-with-suppliers-and-partners</p>	-	✓	Principle 8	-																																						
SOCIAL SERIES																																												
Material aspect: Employment (401)*																																												
103-1	Explanation of the material theme.	<ul style="list-style-type: none"> IR 2018: 1.4. Value creation model; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment; 4.4 How are we doing it? <p>Galp's material themes were identified based on the work described in Disclosure 102-47. The "Employment" theme is connected to the themes "Attracting and retaining talent" and "Training and development", considerer material themes (see materiality matrix in the IR 2018 - 1.5. Addressing materiality). Impacts may occur both in operations and in the value chain.</p>	-	✓	-	-																																						
103-2	Form of management and its components.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? - Energising our People <p>The management and development of our human capital is a crucial factor in the success of our Organisation. We position ourselves as a competitive employer, offering the conditions to attract, develop and retain the talent of employees, considering the strategic and context challenges that the Organisation faces.</p>	-	✓	-	-																																						

		To meet our goal of creating value for all stakeholders, we regularly adjust our human capital strategy, focusing on the following areas of action: Recruitment; Development; Performance management; Compensation; Welcoming, learning and training; Information systems. For further information on this theme, please visit Galp's website - Valuing human capital: https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital				
103-3	Evaluation of the form of management.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? - Energising our People Galp performs the measuring and monitoring of the indicators connected to this aspect and reports them in the IR2018, in the sustainability channel or in this document. This information is reported every year, within the scope of Galp's non-financial information external reporting. Additionally, the information is independently audited by an external entity (view Disclosure 102-56).	-	✓	-	-
401-1	Total number and rates of new employee hires and employee turnover by age group, gender and region.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? - Energising our People Detailed information on: HR Annex. 	-	✓	-	5; 8
401-2	Benefits granted to employees.	<p>At Galp we are concerned about the general welfare of our employees, and we provide them with a number of benefits. We make available to all of our employees and pensioners a set of social insurances other than those provided for in the Labour Code (for example, health insurance and life insurance). There is no distinction in the benefits attributed to employees due to the partial or full nature of their link. Galp employees enjoy the conditions established in the Labor Code.</p> <p>View the different benefits we offer on the Galp website - Benefits and compensations: https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital/benefits-and-compensations</p>	-	✓	-	8
401-3	Rates of return to work and retention after maternity/paternity leave, broken down by gender.	Right to take leave (M&F): 100% Rate of return (M&F): 100%* Retention rate (M&F): 100%* * No causal relationship is found between parental leave situations and leaving the Company.	-	✓	Principle 3	5; 8
Aspect: Labor/Management Relations (402)						
402-1	Minimum notice period for operational changes and whether these are specified in collective bargaining agreements.	There is no minimum notice with regard to operational changes. Employees are notified of any such changes in a manner deemed timely and appropriate by Management.	-	✓	Principle 4	8
Material aspect: Occupational Health and Safety (403)*						
103-1	Explanation of the material theme.	<ul style="list-style-type: none"> IR 2018: 1.4. Value creation model; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment; 4.4 How are we doing it? - We put our people's safety in first place Galp's material themes were identified based on the work described in Disclosure 102-47. The "Occupational safety and health" theme is connected to the theme "Health, Safety and Environment", considerer a material theme (see materiality matrix in the IR 2018 - 1.5. Addressing materiality). Impacts may occur both in operations and in the value chain.	-	✓	-	-

103-2	Form of management and its components.	<ul style="list-style-type: none"> • IR 2018: 1.4. Value creation model; 1.5. Addressing materiality;4. Sustainability, our long standing commitment; 4.4 How are we doing it? - We put our people's safety in first place <p>The best security practices are a priority to our Organisation. On a day-to-day basis, we seek to protect our employees and all those who work with us, the community and the environment. We act according to the best <u>security</u> practices, protecting our employees and all those who work with us, the community and the environment. Safety is a priority in all our projects and therefore we seek to keep in mind in our daily lives and reflected in the behaviours, attitudes and decisions of all those who are part of our Organisation.</p> <p>We set Safety performance goals throughout the different levels of the organisation, to boost their integration as a priority in the day-to-day activities and as a condition for the Company's sustainability objectives.</p> <p>The visible commitment of each and every one of those who are part of the Organisation is crucial (HSE operational management system, Management Commitment - Element 01) The commitment of management and responsibilities throughout the organisation's hierarchical structure are explicitly expressed in our HSE Policy and in our HSE operational management System, safeguarding the integration of safety and health with strategy and decisions applied on a daily basis at our Company. The risk assessment activities are ensured at all of our operations to identify and manage the main safety risks. We raise our employees' awareness to the importance of these activities. Our operations have security management systems and are periodically subject to third party independent audits.</p> <p>We promote an integrated health management that follows the best international practices and regulations, based on four principles: precaution; prevention; protection; continuous improvement. We understand health protection in a comprehensive perspective, taking into account all aspects of the physical, mental health and well-being of our employees and their families. We focus primarily on two key dimensions: health and medical surveillance; provision of health care in the event of an accident or illness.</p> <p>Through its HSE Policy, Galp undertakes to integrate HSE into the company's strategy and activity, and to establish challenging goals and objectives on HSE matters, measuring and evaluating the results obtained, and taking the necessary actions for its pursuit, committing all employees and service providers.</p> <p>For further information on this theme, please visit the Galp website - Safety: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/safety</p> <p>For further information on this theme, please visit the Galp website - Health: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/health</p> <p>For further information on this theme, please visit the Galp website - Our culture and management systems: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/hse-strategy/our-culture-and-management-systems</p>	-	✓	-	-
103-3	Evaluation of the form of management.	<ul style="list-style-type: none"> • IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? - We put our people's safety in first place <p>Galp performs the measuring and monitoring of the indicators connected to this aspect and reports them in IR 2018, in the sustainability channel or in this document. This information is reported every year,</p>	-	✓	-	-

		<p>within the scope of Galp's non-financial information external reporting. Additionally, the information is independently audited by an external entity (view Disclosure 102-56).</p> <p>Through its HSE Policy, Galp undertakes to inform and disclose this Policy to stakeholders and to report its HSE performance in a responsible and transparent manner.</p>																																																																				
403-1	Workforce percentage represented in formal health and safety committees.	67% of the employees are represented by Health and Safety Committees.	-	✓	-	8																																																																
403-2	Types and rates of injuries, occupational diseases, days lost, absenteeism and number of work-related fatalities, broken down by region and gender.	<ul style="list-style-type: none"> • IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? - We put our people's safety in first place • Detailed information on: HR Annex. <p><u>Accidents:</u></p> <table border="1"> <thead> <tr> <th></th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>No. of accidents with lost time</td> <td>35</td> </tr> <tr> <td><u>Employees</u></td> <td>19</td> </tr> <tr> <td>Female</td> <td>6</td> </tr> <tr> <td>Male</td> <td>13</td> </tr> <tr> <td><u>Contractors</u></td> <td>16</td> </tr> <tr> <td>Female</td> <td>1</td> </tr> <tr> <td>Male</td> <td>15</td> </tr> <tr> <td>Fatalities</td> <td>0</td> </tr> <tr> <td><u>Employees</u></td> <td>0</td> </tr> <tr> <td>Female</td> <td>0</td> </tr> <tr> <td>Male</td> <td>0</td> </tr> <tr> <td><u>Contractors</u></td> <td>0</td> </tr> <tr> <td>Female</td> <td>0</td> </tr> <tr> <td>Male</td> <td>0</td> </tr> <tr> <td>LTIF – Lost-time Injuries Frequency</td> <td>1.5</td> </tr> <tr> <td><u>Employee LTIF</u></td> <td>1.6</td> </tr> <tr> <td>Female</td> <td>1.3</td> </tr> <tr> <td>Male</td> <td>1.9</td> </tr> <tr> <td><u>Contractor LTIF</u></td> <td>1.3</td> </tr> <tr> <td>Female</td> <td>0.6</td> </tr> <tr> <td>Male</td> <td>1.5</td> </tr> <tr> <td>TRIR – Total Recordable Injuries Rate</td> <td>3.0</td> </tr> <tr> <td><u>Employee TRIR</u></td> <td>3.0</td> </tr> <tr> <td>Female</td> <td>3.0</td> </tr> <tr> <td>Male</td> <td>3.1</td> </tr> <tr> <td><u>Contractor TRIR</u></td> <td>2.9</td> </tr> <tr> <td>Female</td> <td>2.4</td> </tr> <tr> <td>Male</td> <td>3.0</td> </tr> <tr> <td>Occupational diseases</td> <td>0</td> </tr> <tr> <td>Female</td> <td>0</td> </tr> <tr> <td>Male</td> <td>0</td> </tr> </tbody> </table>		2018	No. of accidents with lost time	35	<u>Employees</u>	19	Female	6	Male	13	<u>Contractors</u>	16	Female	1	Male	15	Fatalities	0	<u>Employees</u>	0	Female	0	Male	0	<u>Contractors</u>	0	Female	0	Male	0	LTIF – Lost-time Injuries Frequency	1.5	<u>Employee LTIF</u>	1.6	Female	1.3	Male	1.9	<u>Contractor LTIF</u>	1.3	Female	0.6	Male	1.5	TRIR – Total Recordable Injuries Rate	3.0	<u>Employee TRIR</u>	3.0	Female	3.0	Male	3.1	<u>Contractor TRIR</u>	2.9	Female	2.4	Male	3.0	Occupational diseases	0	Female	0	Male	0	-	✓	-	3; 8
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403-3	Employees with high incidence and high risk of diseases related to their occupation.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? - We put our people's safety in first place <p>We have internal regulations, within the framework of the SSA management system, for task safety analyses, in order to prevent potential situations that may cause injury to people, property, or the environment. Task safety analysis (TSA) is a tool that provides a systematic and effective methodology to identify hazards and determine preventive control actions at each stage of the task, to ensure safety during implementation.</p> <p>In addition, all health risks arising from planned operations must be properly identified, evaluated and managed in order to reduce the risk of diseases related to occupational health. Each employee must have adequate and periodic medical supervision and appropriate measures must be taken to ensure the safe return to work of those who have contracted occupational injuries or illnesses. Appropriate risk management related to health aspects should be integrated throughout the life cycle of activities and across geographies.</p> <p>We also have an internal standard that defines the minimum requirements for occupational health programmes, covering three key areas: safety and hygiene at work, ergonomics, and occupational medicine.</p> <ul style="list-style-type: none"> Galp website – Health: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/health 	-	✓	-	3; 8						
403-4	Health and safety-related topics covered by formal agreements with trade unions.	Galp's website – Tópicos de saúde e segurança cobertos nos acordos formais com os Sindicatos: https://www.galp.com/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/Health-and-safety-itens.pdf	-	✓	-	8						
Material aspect: Training and education (404) *												
103-1	Explanation of the material theme.	<ul style="list-style-type: none"> IR 2018: 1.4. Value creation model; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment; 4.1. Energy transition: where next?; 4.2 How can we turn challenges into opportunities?; 4.3 A call to action; 4.4 How are we doing it? <p>Identification of Galp's material themes was based on the work described in <i>Disclosure</i> 102-47. The topic "Training and education" is related to the themes "Attraction and retention of skilled individuals" and "Training and development", which are considered to be material themes (see materiality matrix in IR 2018 - 1.5 Addressing materiality). Impacts can occur both in operations and in the value-chain.</p>	-	✓	-	-						
103-2	Form of management and its components.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? - Energising our people; We support opportunities for career development; Our people learn from new challenges and different experiences 	-	✓	-	-						

		<p>For more information on this topic see the Galp website - Talent management and development : https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital/talent-management</p> <p>For more information on this topic see the Galp website - Performance management: https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital/performance-management</p>																																																				
103-3	Evaluation of the form of management.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? We support opportunities for career development; <p>Galp measures and monitors indicators associated with this aspect, reporting them in IR 2018, in the sustainability channel or in this document. This information is communicated each year as part of Galp's external non-financial information report. In addition, the information is independently audited by an external entity (see Disclosure 102-56).</p>	-	✓	-	-																																																
404-1	Average number of hours of training per year per employee, broken down by gender and functional category.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? We support opportunities for career development; Detailed information in: HR Annex <p><u>Training:</u></p> <table border="1"> <thead> <tr> <th></th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Training hours</td> <td>116,220</td> </tr> <tr> <td>Executive/Top Management</td> <td>1,962</td> </tr> <tr> <td>Male</td> <td>1,679</td> </tr> <tr> <td>Female</td> <td>284</td> </tr> <tr> <td>Middle/General management</td> <td>7,323</td> </tr> <tr> <td>Male</td> <td>5,626</td> </tr> <tr> <td>Female</td> <td>1,697</td> </tr> <tr> <td>First-line Management/Supervisor</td> <td>17,338</td> </tr> <tr> <td>Male</td> <td>10,295</td> </tr> <tr> <td>Female</td> <td>7,043</td> </tr> <tr> <td>Specialists</td> <td>66,389</td> </tr> <tr> <td>Male</td> <td>40,395</td> </tr> <tr> <td>Female</td> <td>25,995</td> </tr> <tr> <td>Others</td> <td>23,207</td> </tr> <tr> <td>Male</td> <td>16,628</td> </tr> <tr> <td>Female</td> <td>6,580</td> </tr> <tr> <td>TOTAL</td> <td>116,220</td> </tr> <tr> <td>Male</td> <td>74,623</td> </tr> <tr> <td>Female</td> <td>41,597</td> </tr> <tr> <td>Training per employee (h/employee)</td> <td>18.1</td> </tr> <tr> <td>Male</td> <td>20.1</td> </tr> <tr> <td>Female</td> <td>15.4</td> </tr> <tr> <td>Top Management</td> <td>41.8</td> </tr> </tbody> </table>		2018	Training hours	116,220	Executive/Top Management	1,962	Male	1,679	Female	284	Middle/General management	7,323	Male	5,626	Female	1,697	First-line Management/Supervisor	17,338	Male	10,295	Female	7,043	Specialists	66,389	Male	40,395	Female	25,995	Others	23,207	Male	16,628	Female	6,580	TOTAL	116,220	Male	74,623	Female	41,597	Training per employee (h/employee)	18.1	Male	20.1	Female	15.4	Top Management	41.8	-	✓	-	4; 5; 8
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404-2	Competency management and lifelong learning programmes that contribute to the continuity of employees' employability during preparation period for retirement.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? We support opportunities for career development; Our people learn from new challenges <p>The new learning strategy is based on a 70/20/10 model (Making, Sharing, Knowing) that establishes different types of training, with different approaches adjusted to the topic of learning.</p> <p><u>We invest in a healthy mind</u></p> <p>In its second year, Mindfulness has already covered more than 500 people from the Organization in Portugal and Spain. Desenvolvemos capacidades através da aprendizagem experiencial</p> <p>This program is called Samurai G and aims to improve the negotiation skills, focusing on the negotiation capacity of a specific group (60 people) of Galp.</p> <p><u>We are alert to new technological perspectives</u></p> <p>Galp is one of the founding members of Singularity University Portugal, a local pole of the SingularityU project. In 2018, this initiative counted on 60 participants in a two-day conference and a workshop.</p>	-	✓	-	8																																						
404-3	Percentage of employees who regularly receive performance and career development analyses, broken down by gender and professional category.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? We support opportunities for career development; Our people learn from new challenges <p><u>Performance evaluation:</u></p> <table border="1"> <thead> <tr><th colspan="2">2018</th></tr> </thead> <tbody> <tr><td>Executive/Top Management</td><td>99%</td></tr> <tr><td>Top Managers</td><td></td></tr> <tr><td>Male</td><td>100%</td></tr> <tr><td>Female</td><td>100%</td></tr> <tr><td>Middle/General Management</td><td></td></tr> <tr><td>Male</td><td>100%</td></tr> <tr><td>Female</td><td>100%</td></tr> <tr><td>First-line Management/Supervisor</td><td></td></tr> <tr><td>Male</td><td>100%</td></tr> <tr><td>Female</td><td>99%</td></tr> <tr><td>Specialists</td><td></td></tr> <tr><td>Male</td><td>99%</td></tr> <tr><td>Female</td><td>100%</td></tr> <tr><td>Others</td><td></td></tr> <tr><td>Male</td><td>98%</td></tr> <tr><td>Female</td><td>99%</td></tr> </tbody> </table> <p><u>360º Feedback:</u></p> <table border="1"> <thead> <tr><th colspan="2">2018</th></tr> </thead> <tbody> <tr><td>360º Feedback (no.)</td><td></td></tr> </tbody> </table>	2018		Executive/Top Management	99%	Top Managers		Male	100%	Female	100%	Middle/General Management		Male	100%	Female	100%	First-line Management/Supervisor		Male	100%	Female	99%	Specialists		Male	99%	Female	100%	Others		Male	98%	Female	99%	2018		360º Feedback (no.)		-	✓	Principle 6	5; 8
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Aspect: Diversity and equal opportunities

405-1	Composition of groups responsible for governance and break-down of employees by functional category, based on gender, age group, minorities and other diversity indicators.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? Different people, equal opportunities Detailed information in: HR Annex 	-	✓	-	5; 8																														
405-2	Ratio of salary and remuneration between Males and Females, broken-down by professional category and main operational units.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? Different people, equal opportunities <p>Remuneration:</p> <table border="1"> <thead> <tr><th colspan="2">2018</th></tr> </thead> <tbody> <tr><td colspan="2">BASIC ANNUAL SALARY</td></tr> <tr><td>Average BAS Ratio - Executive Staff</td><td>0.84</td></tr> <tr><td>Male</td><td>163,815</td></tr> <tr><td>Female</td><td>137,291</td></tr> <tr><td>Average BAS Ratio - Management Staff</td><td>0.84</td></tr> <tr><td>Male</td><td>63,348</td></tr> <tr><td>Female</td><td>57,713</td></tr> <tr><td>Average BAS Ratio - First-line Staff</td><td>0.88</td></tr> <tr><td>Male</td><td>23,256</td></tr> <tr><td>Female</td><td>20,436</td></tr> <tr><td colspan="2">ANNUAL TOTAL REMUNERATION</td></tr> <tr><td>Average BAS Ratio - Executive Staff</td><td>0.88</td></tr> <tr><td>Male</td><td>212,690</td></tr> <tr><td>Female</td><td>186,131</td></tr> </tbody> </table>	2018		BASIC ANNUAL SALARY		Average BAS Ratio - Executive Staff	0.84	Male	163,815	Female	137,291	Average BAS Ratio - Management Staff	0.84	Male	63,348	Female	57,713	Average BAS Ratio - First-line Staff	0.88	Male	23,256	Female	20,436	ANNUAL TOTAL REMUNERATION		Average BAS Ratio - Executive Staff	0.88	Male	212,690	Female	186,131	-	✓	Principle 6	5; 8; 10
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Aspect: No-discrimination (406)																			
406-1	Total number of discrimination cases and corrective measures taken.	<p>0 cases. No cases were identified in 2018.</p> <p>"We do not act in a discriminatory manner in relation to our employees nor any person, particularly on the basis of race, religion, sex, sexual orientation, ancestry, age, language, territory of origin, political or ideological convictions, economic situation, or contractual relationship."</p> <p>"Do not allow any form of discrimination including any based on race, ethnic origin, colour, sex, sexual orientation, age, religious conviction, nationality, family and socio-economic status, marital status, education, disability, or political ideology, and we guarantee equality of opportunities and treatment in everything pertaining to professional activity." In our Human Rights Policy.</p> <ul style="list-style-type: none"> For more information on this topic see the Galp website - Human capital strategy: https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital/human-capital-strategy 	-	✓	Principle 6	5; 8; 16													
Aspect: Freedom of association and collective bargaining (407)																			
407-1	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be at risk.	<p>0 occurrences in 2018.</p> <p>For more information on this topic see the Galp website - Engagement with employees: https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital/engagement-with-employees</p>	-	✓	Principle 3	8													
Aspect: Child labour (408)																			
408-1	Operations and suppliers identified to be at risk through the occurrence of child labour cases.	<p>0 cases. No cases were identified in 2018.</p> <p>"We do not act in a discriminatory manner in relation to our employees nor any person, particularly on the basis of race, religion, sex, sexual orientation, ancestry, age, language, territory of origin, political or ideological convictions, economic situation, or contractual relationship." in our Code of Ethics and Conduct.</p> <p>"Galp's relationship with its suppliers implies fulfilment of the requirements that embody each of the following principles: Principle 1 - Respect for Human Rights and Labour Conditions Ensuring the non-use of forced or coercive labour ." in our Procurement Policy.</p> <ul style="list-style-type: none"> More information about our Procurement Policy: https://www.galp.com/Portals/0/Recursos/Governo-Societario/SharedResources/Documentos/EN/Purchasing-Policy.pdf 	-	✓	Principle 5	8; 16													
Aspect: Forced or Compulsory Labor (409)																			

409-1	Operations and suppliers identified as being at significant risk for the occurrence of forced or slave-like labour.	<p>No occurrences in 2018.</p> <p>At Galp, we believe that there is no risk of forced labour involving our employees. With respect to suppliers and other business partners, through our Procurement policy we prohibit and condemn any type of work-related practice, by not establishing or maintaining relationships with any suppliers which do not adopt established principles.</p> <p><i>"Galp's relationship with its suppliers implies fulfilment of the requirements that embody each of the following principles: Principle 1 - Respect for Human Rights and Labour Conditions Ensuring the non-use of forced or coercive labour."</i> in our Purchasing Policy .</p>	-	✓	Principle 4	8
Material aspect: Security practices (410)*						
103-1	Explanation of the material topic.	<ul style="list-style-type: none"> IR 2018: 1.4. Value creation model; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment; 4.4 How are we doing it? <p>The identification of Galp's material topics was based on the work described in Disclosure 102-47. The topic "Security practices" is related to the topic "Health, Safety and the Environment", considered to be a material topic (see materiality matrix in IR 2018 – 1.5. Addressing materiality). The impacts may occur both in operations and in the value chain.</p>	-	✓	-	-
103-2	Management approach and its components.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? <p>We recognise the importance of assessing the threat level in countries where our Company holds assets, particularly in geographies where political and social instability is on the agenda. The security area of our Company ensures: risk analysis of the geopolitical situation of the countries where Galp has stakes in, per country and on a regular basis; regular analysis of the security risk, per location where Galp operates; analysis of health risks and regular monitoring of their evolution, per location where Galp operates; active promotion of employee awareness, by issuing alerts with the main precautions to be adopted in each location and by each travelling employee; support in planning and managing crisis situations.</p> <p><i>"Galp, as an operator developing activities in different geographies that are subject to different geopolitical conditions and socio-economic contexts, takes on the responsibility of protecting its employees and its assets, ensuring the adoption of appropriate measures to achieve that goal"</i> in <u>Security policy</u>.</p> <p>Galp is a signatory to the Voluntary Principles on Security and Human Rights (VPs). Since then, the Company has worked diligently to promote and integrate VPs into its operating units and the business as a whole.</p> <p>See more information about this topic on Galp's website – Security: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-the-environment-and-assets/safety/security</p>	-	✓	-	-
103-3	Evaluation of the management approach.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? <p>Galp carries out the measuring and monitoring of the indicators associated with this topic, reporting them in the IR 2018, in the sustainability channel or in this document. This information is communicated every year in the context of the external reporting of Galp's non-financial information. Additionally, the information is independently audited by an external entity (see Disclosure 102-56).</p>	-	✓	-	-
410-1	Percentage of security personnel who was trained in the organisation's human	Galp's security service is essentially contracted to external entities and its alignment with the Company's principles in terms of human rights is ensured through its Purchasing Policy.	-	✓	Principle 1	16

	rights policies or procedures that are relevant to operations.					
Aspect: Rights of indigenous people (411)						
411-1	Total number of indigenous and traditional peoples' rights violation cases and measures taken in this regard.	No cases were identified in 2018.	-	✓	Principle 1	2
OG9	Operations where indigenous communities are present or are affected by the company's activities and specific ongoing strategies.	<p>No such situations occurred in 2018.</p> <p>In addition to the guide for the ESIA for the E&P area, published in 2014, where the impacts on indigenous peoples are identified, along with the identification of alternatives, among others, Galp approved internally a cross-cutting standard to incorporate environmental, social, health and safety requirements throughout the projects' whole life cycle, so that the human rights topic and the protection of indigenous peoples are ensured in the development of each stage of the activity (e.g. Due Diligence for human rights).</p> <p>• See more information about this topic on Galp's website – Our culture and management systems: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/hse-strategy/our-culture-and-management-systems</p>	-	✓	-	-
Aspect: Human rights assessment (412)						
412-1	Operations subject to human rights analyses or assessments of human rights-related impacts.	<p>• IR 2018: 1.4. Value creation model; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment; 4.4 How are we doing it? Approach to Human Rights.</p> <p>Galp has internally approved a transversal standard for the incorporation of environmental, social, health and safety requirements throughout the life cycle of the projects, and the subject of human rights, such as the protection of indigenous peoples, is ensured in the development of each step of the activity (eg Due Diligence for Human Rights).</p> <p>In 2017, Galp promoted a human rights assessment in the locations where it operates, defining a risk profile matrix for each country that will be taken into account for the purpose of engaging with local partners during the projects' life cycle. Galp will publish more information on this subject in future reports.</p> <p>Within the life cycle of the Galp projects, potential adverse impacts on human rights are identified and appropriate measures taken to avoid, minimize and / or mitigate these impacts, following the provisions of "NT-R-008 - Specific environmental requirements , social, health and safety in projects. " Galp integrates the human rights management in its Due Diligence and audit processes, with reference to the risk profile matrix of each country where it operates. In 2018, it carried out a specific audit of its operations in Mozambique and a human rights analysis was carried out in São Tomé and Príncipe associated with the exploratory drilling program for blocks 5, 6, 11 and 12.</p> <p>Our involvement in the communities requires a policy of respect and promotion of human rights, which we encourage our partners and suppliers to adhere to. This commitment is reflected in the Code of Ethics and Conduct and the Human Rights Policy, accessible on our website, ensuring the defence and promotion of human rights in all the locations where we operate, and promoting the continuous improvement of the instruments that support its application.</p>	-	✓	Principle 1	-

		<ul style="list-style-type: none"> See more information about this topic on Galp's website – Human Rights: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/human-rights 				
412-2	Training in human rights procedures and policies.	<ul style="list-style-type: none"> IR 2018: 1.4. Value creation model; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment; 4.4 How are we doing it? Approach to Human Rights. <p>Training took place in 2018:</p> <ul style="list-style-type: none"> A training session was held at Grievance mechanism, in Lisbon, and aimed at teams of AQS and Country Managers; Workshop in Mz - local training on Human Rights and Grievance mechanism. <p>See more information about this topic on Galp's website – Human Rights: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/human-rights</p>	-	✓	Principle 1	-
412-3	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that have been subject to human rights-related assessment.	<p>In keeping with the commitment made in the past, we have added a binding standard clause for the counterparts, namely partners, suppliers or others, to the provisions of Galp group's Code of Ethics and Conduct in all its contract templates, in which the safeguarding of human rights is referred.</p> <p>Throughout our purchasing process, from selecting to the formalisation of the contract, the principles by which we are governed are incorporated: Ethics and transparency; Respect for human rights; Protection of people, the environment and assets. This approach is implemented through procedures and a series of norms and reference documents that our current and future partners must know, namely: Purchasing policy; Code of ethics; Anti-corruption policy; Health, safety and environmental policy; Quality policy; Corporate responsibility policy.</p> <ul style="list-style-type: none"> See more information about this topic on Galp's website – Involvement with suppliers and other partners: https://www.galp.com/corp/en/sustainability/our-commitments/engaging-stakeholders/engaging-with-suppliers-and-partners 	-	✓	Principle 2	-
Aspect: Local communities (413)						
413-1	Operations with implemented programmes of local community involvement, impact assessment and local development.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? Involving the communities in which we operate. <p>The communities and the environment that surround our operations in the 11 countries where we operate are of the utmost importance. We take on an influential role in local sustainable development, promoting the well-being of the population through social projects aimed at providing access to energy and education. We promote the socioeconomic development of the surrounding communities, creating a relationship of trust and permanent dialogue. This is how we build the success of our operations, minimising risk and sharing value. These principles are enshrined in our Corporate Social Responsibility Policy, available on the website.</p> <ul style="list-style-type: none"> See more information on Galp's website – Engagement with the community: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/engagement-with-the-community 	-	✓	Principle 1	-
413-2	Operations with real and potential significant negative impacts on local communities.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? Involving the communities in which we operate. <p>At Galp we published a guide for the EIAs for the E&P area, in 2014, where we adequately address the identification and mitigation of possible negative impacts, covering subjects such as stakeholder</p>	-	✓	Principle 1	1; 2

		<p>involvement, identification of secondary and cumulative impacts, identification of alternatives, among others.</p> <p>During 2018, GALP carried out a seismic operation in Namibia and prepared the program to carry out an exploratory drilling operation. An EIAS was performed for both operations, and no negative environmental or social impacts were identified. All identified impacts were categorized as minor or negligible. For minors, mitigation measures were identified.</p> <ul style="list-style-type: none"> • Check the EIAS: https://www.galp.com/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/GALP_Block_6_NT_ESHIA_EN.PDF 				
OG10	Number and description of significant conflicts with local communities and indigenous peoples.	There was no record of this type of situation in 2018.	-	✓	-	-
OG11	Number of facilities that have been dismantled and/or are being dismantled.	<p>We did not record any decommissioning situation in 2018.</p> <p>At Galp, we have a procedure standard that establishes the minimum requirements for HSE to be applied in the processes of decommissioning of establishments / facilities in the Group universe, proposing structures of deactivation plans and contents to be developed by the business unit / management unit and companies adaptable to the characteristics and associated risk of establishments / facilities.</p> <p>Note: The end of the drilling activities is not considered as decommissioning since these activities usually only last between 20 to 45 days and the removal of the equipment and the cleaning of the area are considered to be stages of the activity.</p>	-	✓	-	-
Material aspect: Supplier social assessment (414)*						
103-1	Explanation of the material topic.	<ul style="list-style-type: none"> • IR 2018: 1.4. Value creation model; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment; 4.4 How are we doing it? Involving our supply chain <p>The identification of Galp's material topics was based on the work described in Disclosure 102-47. The topic "Supplier assessment in labour practices" is related to the topic "Sustainable value chain management", considered to be a material topic (see materiality matrix in IR 2018 - 1.5. Addressing materiality). The impacts may occur both in operations and in the value chain.</p>	-	✓	-	-
103-2	Management approach and its components.	<p>At Galp, we are constantly concerned with the performance of our suppliers, service providers and other business partners. We want their performance to comply with the requirements that we apply to our operations and activities. We demand that business practices comply with the contractual conditions we establish in the various components of sustainability.</p> <p>Throughout our purchasing process, from selecting to the formalisation of the contract, the principles by which we are governed are incorporated: Ethics and transparency; Respect for human rights; Protection of people, the environment and assets. This approach is implemented through procedures and a series of norms and reference documents that our current and future partners must know, namely: Purchasing policy; Code of ethics; Anti-corruption policy; Health, safety and environmental policy; Quality policy; Corporate responsibility policy.</p> <ul style="list-style-type: none"> • See more information about Supply chain risk management, Certifications, Supplier audits and the criteria for selecting suppliers to be audited on Galp's website – Engagement with suppliers and other 	-	✓	-	-

		partners: https://www.galp.com/corp/en/sustainability/our-commitments/engaging-stakeholders/engaging-with-suppliers-and-partners				
103-3	Evaluation of the management approach.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? Involving our supply chain Galp carries out the measuring and monitoring of the indicators associated with this topic, reporting them in the IR 2018, in the sustainability channel or in this document. This information is communicated every year in the context of the external reporting of Galp's non-financial information. Additionally, the information is independently audited by an external entity (see Disclosure 102-56).	-	✓	-	-
414-1	Percentage of new suppliers selected on the basis of labour practices criteria.	All new Galp's suppliers are assessed based on social criteria. See indicator GRI 308-1.	-	✓	-	5; 8; 16
414-2	Real and potential significant negative impacts on labour practices in the suppliers chain and measures taken in this regard.	The number of tier 1 suppliers (critical and non-critical), where a high level of social sustainability risk was identified is 33. <ul style="list-style-type: none"> See more information on Galp's website – Engagement with suppliers and other partners: https://www.galp.com/corp/en/sustainability/our-commitments/engaging-stakeholders/engaging-with-suppliers-and-partners 	-	✓	-	5; 8; 16
Aspect: Involuntary Displacement						
OG12	Operations where relocation occurred and number of relocated families and a description of how their lifestyles were affected in the process.	Galp had no record of this type of situation in 2018.	-	✓	-	-
Material aspect: Asset integrity and process safety						
103-1	Explanation of the material topic.	<ul style="list-style-type: none"> IR 2018: 1.4. Value creation model; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment; 4.4 How are we doing it? We put our people's safety in first place The identification of Galp's material topics was based on the work described in Disclosure 102-47. The topic "Asset integrity and process safety" is related to the topic "Health, Safety and the Environment", considered to be a material topic (see materiality matrix in IR 2018 - 1.5. Addressing materiality). The impacts may occur both in operations and in the value chain.	-	✓	-	-
103-2	Management approach and its components.	<ul style="list-style-type: none"> IR 2018: 1.4. Value creation model; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment; 4.4 How are we doing it? We put our people's safety in first place The best safety practices are a priority for our Organisation. Day by day, we seek to protect our employees, those who work with us, the community and the environment. We act according to the best <u>safety</u> practices, protecting our employees and all those who work with us, the community and the environment. Safety is a priority in all our projects and thus we seek to have it present in our daily lives and reflected in the behaviours, attitudes and decisions of all those who are part of our Organisation. We set Safety performance objectives throughout the different levels of the Organisation, as a stimulus to their integration, as a priority in the day-to-day activities and as a condition for the company's sustainability goals.	-	✓	-	-

		<p>The visible commitment of each and every person who is part of the Organisation is an indispensable condition (HSE Operational Management System, Management Commitment – Element 01). The management’s commitment and the hierarchical line’s responsibility are explicitly expressed in our HSE Policy and our HSE Operational Management System, safeguarding the integration of health and safety into the strategy and the decisions we make every day in our Company.</p> <p><u>Process safety</u> is at the heart of accident prevention. We ensure a proactive action, based on the analysis and prevention of the activity’s risks.</p> <p>We monitor and analyse the process safety events that occurred at our downstream and upstream facilities.</p> <p>Our aim is to continue to improve our performance with regard to process safety, having the CONCAWE benchmark and IOGP as references.</p> <ul style="list-style-type: none"> • See more information about this topic on Galp’s website – Process safety: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-the-environment-and-assets/safety/process-safety 				
103-3	Evaluation of the management approach.	<ul style="list-style-type: none"> • IR 2018: 1.4. Value creation model; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment; 4.4 How are we doing it? We put our people’s safety in first place <p>Galp carries out the measuring and monitoring of the indicators associated with this topic, reporting them in the IR 2018, in the sustainability channel or in this document. This information is communicated every year in the context of the external reporting of Galp’s non-financial information. Additionally, the information is independently audited by an external entity (see Disclosure 102-56).</p> <p>Through its HSE Policy, Galp undertakes to inform and make this Policy known to the stakeholders and to communicate in a responsible and transparent manner its performance at HSE level.</p>	-	✓	-	-
OG13	Number of security events in the process, per activity type.	<p>Process safety events - Tier 1 = 2 Process safety events rate - Tier 1= 0.085 Process safety events - Tier 2= 7 Process safety events rate - Tier 2= 0.299 Process safety events - Tier 3= 26</p> <p>Tier 1 is a primary containment loss of major consequences: unplanned release of any material, including non-toxic and non-flammable materials, from a process that results in a very serious consequence.</p> <p>Tier 2 is a primary containment loss of minor consequences: unplanned release of any material, including non-toxic and non-flammable materials, which results in a consequence.</p>	-	✓	-	-
Material aspect: Customer health and safety (416)*						
103-1	Explanation of the material topic.	<ul style="list-style-type: none"> • IR 2018: 1.4. Value creation model; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment; 4.4 How are we doing it? We put our people’s safety in first place <p>The identification of Galp’s material topics was based on the work described in Disclosure 102-47. The topic “Customer health and safety” is related to the topic “Health, Safety and the Environment”, considered to be a material topic (see materiality matrix in IR 2018 - 1.5. Addressing materiality). The impacts may occur both in operations and in the value chain.</p>	-	✓	-	-
103-2	Management approach and its components.	<ul style="list-style-type: none"> • IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? We put our people’s safety in first place 	-	✓	-	-

		<p>The best safety practices are a priority for our Organisation. Day by day, we seek to protect our employees, those who work with us, the community and the environment. We act according to the best <u>safety</u> practices, protecting our employees and all those who work with us, the community and the environment. Safety is a priority in all our projects and thus we seek to have it present in our daily lives and reflected in the behaviours, attitudes and decisions of all those who are part of our Organisation. We set Safety performance objectives throughout the different levels of the Organisation, as a stimulus to their integration, as a priority in the day-to-day activities and as a condition for the company's sustainability goals.</p> <p>The visible commitment of each and every person who is part of the Organisation is an indispensable condition (HSE Operational Management System, Management Commitment – Element 01). The management's commitment and the hierarchical line's responsibility are explicitly expressed in our HSE Policy and our HSE Operational Management System, safeguarding the integration of health and safety into the strategy and the decisions we make every day in our Company.</p> <p>We are committed to continually improving the safety management of the chemical and oil products we supply and handle at our facilities, throughout their life cycles, respecting people and the environment. We work towards ensuring that the product purchasing processes enable us to have the security information on the products purchased, in compliance with the applicable regulations.</p> <p>See more information about this topic on Galp's website – Product safety: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/safety/product-safety</p>				
103-3	Evaluation of the management approach.	<ul style="list-style-type: none"> IR 2018: 4. Sustainability, our long standing commitment; 4.4 How are we doing it? We put our people's safety in first place. <p>Galp carries out the measuring and monitoring of the indicators associated with this topic, reporting them in the IR 2018, in the sustainability channel or in this document. This information is communicated every year in the context of the external reporting of Galp's non-financial information. Additionally, the information is independently audited by an external entity (see Disclosure 102-56).</p> <p>Through its HSE Policy, Galp undertakes to inform and make this Policy known to the stakeholders and to communicate in a responsible and transparent manner its performance at HSE level.</p>	-	✓	-	-
416-1	Evaluation of products and services that are significant in terms of their impact on health and safety.	<p>The dialogue with customers and suppliers is carried out systematically in order to promote the exchange of information about the products' hazards and the risk management measures to be applied according to their uses.</p> <p>Our employees and service providers are informed about the hazards of the products on our premises and the way to handle them safely.</p> <p>We use Safety Data Sheets and packaging labeling as the preferred vehicle for communicating safety information relating to the products we market, highlighting the hazards they present and the safest way of handling them.</p> <ul style="list-style-type: none"> See more information about this topic on Galp's website – Product safety: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/safety/product-safety 	-	✓	-	-
416-2	Total number of non-conformities with regulations	In 2018 there were no non-conformities related to regulations and voluntary codes associated with impacts on health and safety caused by products, nor final judgements on legal actions for non-	-	✓	-	16

	and voluntary codes related to impacts on health and safety caused by products and services.	compliance with laws and regulations regarding the impacts of products and services on consumer health and safety.				
Aspect: Marketing and labelling (417)						
417-1	Information on products and services related to the labelling information of products and services.	You can see all the information about products and services on: <ul style="list-style-type: none"> Galp's website – Product safety: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/safety/product-safety Galp's website – Quality: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/involvement-with-clients/quality 	-	✓	-	12; 16.
417-2	Non-conformities regarding the labelling information of products and services.	In 2018 there were neither cases nor final judgements on legal actions for non-compliance with laws and regulations regarding the labelling information of products and services.	-.	✓	-	16
417-3	Non-conformities regarding marketing communications.	In 2018 there were neither cases nor final judgements on legal actions for non-compliance with laws and regulations regarding marketing and advertising, including adverts, promotions and sponsorships.	-	✓	-	-
Aspect: Customer privacy (418)						
418-1	Complaints regarding violation of privacy and loss of customer data.	At Galp we have no record of violation of the privacy of our customers in 2018. Guided by our Privacy Policy, we respect the privacy of our customers and protect the personal information transmitted to them. Whenever personal information is required from users and data owners, for the purpose of providing services, the use of such information is described in accordance with the terms of the said document and in compliance with data protection legislation. <i>"At Galp we give particular importance to the protection of our customers' data. We undertake to ensure that our customer's personal data is not transmitted without their consent, except when such consent is not legally required or the transmission of the same is a consequence of compliance with applicable law."</i> In Code of Ethics and Conduct.	-	✓	-	-
Material aspect: Socioeconomic compliance (419)*						
103-1	Explanation of the material topic.	<ul style="list-style-type: none"> IR 2018: 1.4. Value creation model; 1.5. Addressing materiality; 4. Sustainability, our long standing commitment; 4.4 How are we doing it? The identification of Galp's material topics was based on the work described in Disclosure 102-47. The topic "Socioeconomic compliance" is related to the topics "Corporate governance" and "Ethics, transparency and compliance", considered to be material topics (see materiality matrix in IR 2018 - 1.5. Addressing materiality). The impacts may occur both in operations and in the value chain.	-	✓	-	-
103-2	Management approach and its components.	<ul style="list-style-type: none"> IR 2018: 7. Corporate Governance – Part I: Item 51. Galp's Legal Affairs and Governance Division monitors the internal control system by conducting internal investigations, audits or risk assessments on ethics and compliance matters such as bribery and corruption, money laundering and terrorist financing, fraud, conflicts of interest, political, economic and financial sanctions and other restrictive measures, compliance with financial and market regulations, as well as conducting ethics and compliance due diligence to relevant partners and transactions; evaluates	-	✓	-	-

		the performance of the ethics and compliance function in Galp's various business units and develops special projects to ensure Galp's compliance with ethics and regulatory compliance matters. On the other hand, the Legal Affairs and Governance Division defines controls on matters of ethics and compliance.				
103-3	Evaluation of the management approach.	Galp carries out the measuring and monitoring of the indicators associated with this topic, reporting them in the IR 2018, in the sustainability channel or in this document. This information is communicated every year in the context of the external reporting of Galp's non-financial information. Additionally, the information is independently audited by an external entity (see Disclosure 102-56).	-	✓	-	-
419-1	Non-conformities with laws and regulations in the socioeconomic area.	In 2018 there were no final judgements on legal actions or monetary amounts of fines and penalties paid neither in respect of non-compliance with socioeconomic laws and regulations nor with compliance with the supply and use of products.	-	✓	-	16

HR Annex

GRI 102-8: Employee Information.

		2018	
102-8	Characterization.	Total employees	6,360
		Male	3,691
		Female	2,669
		Age Distribution	6,360
		<30 years	643
		30-50 years	4,204
		>50 years	1,513
		Distribution by business segment	6,360
		E&P	238
		G&P	173
		R&M	5,352
		Others	597
		Total Employees per type of contract	6,360
		Fixed-term contract	572
		Gestes	471
		Non-gestes	101
		Indefinite duration contract	151
		Gestes	79
		Non-gestes	72
		Permanent contract	5,637
		Gestes	2,429
		Non-gestes	3,208
		Total Employees	6,360
Part-time	135		
Male	53		

	Female	82
	Full-time	6,225
	Male	3,638
	Female	2,587
	Total Employees by region and gender	6,360
	Spain	2,237
	Male	984
	Female	1,253
	Brazil	79
	Male	49
	Female	30
	Portugal	3,485
	Male	2,212
	Female	1,273
	Africa	546
	Male	439
	Female	107
	Rest of the world	13
	Male	7
	Female	6
	Average seniority in service	12.89
Average seniority in service.	Female	11.97
	Male	13.55
	Average permanent employee	6,412
Average permanent employee.	Female	2,697
	Male	3,716

GRI 401-1: Total number and rates of new hires of employees and employee turnover by age group, gender and region.

		2018	
401-1	Total number and rates of new hires of employees and employee turnover by age group, gender and region.	Entries with Gestes	595
		<30 years	266
		Female	110
		Africa	5
		Brazil	1
		Spain	48
		Portugal	56
		Male	156
		Africa	11
		Brazil	1
		Spain	52
		Portugal	92
		30-50 years	309
		Female	155
		Africa	4
		Brazil	1
		Spain	109
		Portugal	41
		Male	154
		Africa	20
		Brazil	3
		Spain	62
		Portugal	69
>50 years	20		
Female	12		
Africa	0		

Brazil	0
Spain	7
Portugal	5
Male	8
Africa	0
Brazil	0
Spain	5
Portugal	3
Other countries	0
Entries without Gestes	168
<30 years	87
Female	30
Africa	4
Brazil	1
Spain	1
Portugal	24
Male	57
Africa	6
Brazil	1
Spain	6
Portugal	44
30-50 years	80
Female	19
Africa	2
Brazil	1
Spain	4
Portugal	12
Male	61
Africa	10

Brazil	3
Spain	7
Portugal	41
>50 years	1
Female	0
Africa	0
Brazil	0
Spain	0
Portugal	0
Male	1
Africa	0
Brazil	0
Spain	0
Portugal	1
Other countries	0
New hires rate (with gestes)	9.28%
<30 years	40%
Female	37%
Africa	38%
Brazil	33%
Spain	44%
Portugal	32%
Male	42%
Africa	37%
Brazil	17%
Spain	60%
Portugal	38%
30-50 anos	7%
Female	8%

Africa	5%
Brazil	4%
Spain	12%
Portugal	5%
Male	6%
Africa	7%
Brazil	8%
Spain	10%
Portugal	5%
>50 years	1%
Female	2%
Africa	0%
Brazil	0%
Spain	3%
Portugal	2%
Male	1%
Africa	0%
Brazil	0%
Spain	2%
Portugal	1%
Other countries	0%
Departures with Gestes	611
<30 years	144
Female	64
Africa	2
Brazil	0
Spain	30
Portugal	32
Male	80

Africa	6
Brazil	0
Spain	22
Portugal	52
30-50 years	311
Female	140
Africa	5
Brazil	1
Spain	90
Portugal	44
Other countries	0
Male	171
Africa	18
Brazil	4
Spain	79
Portugal	69
Outros Países	1
>50 years	156
Female	55
Africa	6
Brazil	0
Spain	18
Portugal	31
Other countries	0
Male	101
Africa	15
Brazil	2
Spain	32
Portugal	52

Departures without Gestes	216
<30 years	23
Female	8
Africa	0
Brazil	0
Spain	0
Portugal	8
Male	15
Africa	4
Brazil	0
Spain	1
Portugal	10
30-50 years	90
Female	26
Africa	3
Brazil	1
Spain	18
Portugal	4
Other countries	0
Male	64
Africa	11
Brazil	4
Spain	15
Portugal	33
Other countries	1
>50 years	103
Female	37
Africa	6
Brazil	0

Spain	3
Portugal	28
Other countries	0
Male	66
Africa	12
Brazil	2
Spain	9
Portugal	43
Turnover rate	2.62%
Region	
Africa	1.29%
Brazil	1.25%
Spain	2.36%
Portugal	3.00%
Other countries	9.09%
Gender	2.62%
Male	2.66%
Female	2.56%
<30 years	8%
Africa	2%
Brazil	0%
Spain	8%
Portugal	9%
30-50 years	3%
Africa	2%
Brazil	2%
Spain	2%
Portugal	3%

	Other countries	14%
	>50 years	0%
	Africa	0%
	Brazil	0%
	Spain	1%
	Portugal	0%
	Turnover rate – Galp figure	10%

GRI 403-2: Types and rates of injuries, occupational diseases, days lost, absenteeism and number of work-related fatalities, broken down by region and gender.

		2018		
403-2	Types and rates of injuries, occupational diseases, days lost, absenteeism and number of work-related fatalities, broken down by region and gender.	Lost-time injuries (excludes itinere) – GALP EMPLOYEES	19	
		Female	6	
		Male	13	
		Geography	19	
		South America	0	
		Africa	1	
		Europe	18	
		Business Segment	19	
		E&P	0	
		R&M	17	
		G&P	0	
		Others	2	
			Lost-time injuries (excludes itinere) – CONTRACTORS	16



Female	1
Male	15
Geography	16
South America	0
Africa	1
Europe	15
Business Segment	16
E&P	0
R&M	14
G&P	0
Others	2
Lost-time injuries (excludes itinere) - Total	35
Female	7
Male	28
Geography	35
South America	0
Africa	2
Europe	33
Business Segment	35
E&P	0
R&M	31
G&P	0
Others	4
Fatalities	0
Female	0
Male	0
Hours worked – GALP EMPLOYEES	11,526,273



Female	4,667,565
Male	6,858,708
Geography	11,526,273
South America	468,197
Africa	1,121,106
Europe	9,936,970
Business Segment	11,526,273
E&P	468,197
R&M	9,872,074
G&P	316,267
Others	869,734
Hours worked – CONTRACTORS	11,867,670
Female	1,655,991
Male	10,211,679
Geography	11,867,670
South America	153,223
Africa	777,594
Europe	10,936,853
Business Segment	11,867,670
E&P	153,23
R&M	9,810,930
G&P	1,348,328
Others	555,188
Hours worked – Total (GALP+C)	23,393,942
Female	6,323,556
Male	17,070,387
Geography	23,393,942



South America	621,420
Africa	1,898,700
Europe	20,873,823
Business Segment	23,393,942
E&P	621,420
R&M	19,683,004
G&P	1,664,596
Others	1,424,922
LTIF – LOST-TIME INJURIES FREQUENCY	
LTIF – GALP EMPLOYEES	1.6
Female	1.3
Male	1.9
Geography	1.6
South America	0.0
Africa	0.9
Europe	1.8
Business Segment	1.6
E&P	0.0
R&M	1.7
G&P	0.0
Others	2.3
LTIF – CONTRACTORS	1.3
Female	0.6
Male	1.5
Geography	1.3
South America	0.0



Africa	1.3
Europe	1.4
Business Segment	1.3
E&P	0.0
R&M	1.4
G&P	0.0
Others	3.6
TOTAL LTIF (GALP+C)	1.5
Female	1.1
Male	1.6
Geography	1.5
South America	0.0
Africa	1.1
Europe	1.6
Business Segment	1.5
E&P	0.0
R&M	1.6
G&P	0.0
Others	2.8
TRIR – TOTAL RECORDABLE INJURIES RATE	
TRIR – GALP EMPLOYEES	3.0
Female	3.0
Male	3.1
TRIR – CONTRACTORS	2.9
Female	2.4
Male	3.0



TRIR - TOTAL (GALP+C)	3.0
Female	2.8
Male	3.0
PSE	
No. PSE TIER 1	2
No. PSE TIER 2	7
No. PSE TIER 3	26
PSER TIER 1 (Process Security Events Rate)	0.09
PSER TIER 2 (Process Security Events Rate)	0.30
Incidents per classes	455
Class 0	122
Class 1	226
Class 2	65
Class 3	42
Class 4	0
Occupational diseases	0
Female	0
Male	0
Absence days – absenteeism	72,906
Male	31,750
Africa	1,633
Brazil	11
Spain	13,710
Portugal	16,396
Female	41,156
Africa	901
Brazil	69



Spain	24,496
Portugal	15,690
Absenteeism rate	
Africa	1.74%
Brazil	0.89%
Spain	7.36%
Portugal	3.91%
Male	3.62%
Africa	1.3%
Brazil	0.6%
Spain	5.6%
Portugal	3.3%
Female	6.65%
Africa	3.5%
Brazil	1.3%
Spain	8.8%
Portugal	5.0%
Absenteeism rate – Galp figure	4.89%

GRI 404-1: Other training indicators.

		2018	
404-1	Other training indicators.	Total investment in training (€)	3,966,156
		Total investment in training/Employee (€/employee)	623.6
		Training per area (hours)	116,220
		Training per area (%)	100%
		Technical (hours)	37,646

Technical (%)	32.39%
Behavioural and leadership (hours)	24,952
Behavioural and leadership (%)	21.47%
HR (hours)	1,126
HR (%)	0.97%
Languages (hours)	13,109
Languages (%)	11.28%
EQS (hours)	16,811
EQS (%)	14.46%
General management (hours)	3,722
General management (%)	3.20%
Accounting and finance (hours)	6,876
Accounting and finance (%)	5.92%
Commercial marketing management (hours)	2,939
Commercial marketing management (%)	2.53%
IT Systems (hours)	3,353
IT Systems (%)	2.89%
Legal (hours)	5,559
Legal (%)	4.78%
Provision & Logistics (hours)	128
Provision & Logistics (%)	0.11%
Administrative and secretarial (hours)	0
Administrative and secretarial (%)	0.00%

GRI 405-1: Composition of the groups responsible for governance and break down of employees by functional category, according to gender, age group, minorities and other diversity indicators.

405-1

Composition of the groups responsible for governance and break down of employees by functional category, according to gender, age group, minorities and other diversity indicators.

	2018
Executive/Top Management	47
Male	40
Female	7
<30 years	0
30-50 years	22
>50 years	25
Portuguese	36
Other Nationalities	11
Middle/General Management	178
Male	136
Female	42
<30 years	0
30-50 years	93
>50 years	85
Portuguese	157
Other Nationalities	21
First Line Management/Supervisor	453
Male	290
Female	163
<30 years	4
30-50 years	285
>50 years	164
Portuguese	373
Other Nationalities	80
Specialists	1,918
Male	1,181

	Female	737
	<30 years	209
	30-50 years	1,254
	>50 years	455
	Portuguese	1,285
	Other Nationalities	633
	Others	3,764
	Male	2,044
	Female	1,720
	<30 years	430
	30-50 years	2,550
	>50 years	784
	Portuguese	1,603
	Other Nationalities	2,161

		2018
405-1 Diversity of nationalities.	Brazilian	82
	Cape Verdean	283
	Spanish	2,080
	Gambian	0
	Guinean	118
	Mozambican	111
	Portuguese	3,454
	Others	232
	Total no. of nationalities	50
405-1 Disability above 60%.	Total	74
	Female	28
	Male	46