

Non-financial information

GRI Standards

2019

**ENERGY
ENERGY
INMOTION**



CONTENT INDEX - GRI STANDARDS

General Standard Disclosures

GRI Standard	Disclosure	Reference, Link or Content	External Verification	UNGC principles	SDG
1. Organisational Profile					
102-1	Organisation name	Galp Energia, SGPS, S.A IR 2019 ¹ : About this Report.	✓	-	-
102-2	Main activities, brands, products and services	IR 2019 ¹ : 1.1 Our presence; 1.2 Value creation model; 3.2 Exploration & Production; 3.3 Refining & Marketing; 3.4 Gas & Power. Galp does not sell products banned in any geographical location in which it operates.	✓	-	-
102-3	Location of the organisation's headquarters	Rua Tomás da Fonseca - Torre A, 1600-209 Lisboa, Portugal. Galp Website: https://www.galp.com/corp/en/footer/contacts	✓	-	-
102-4	Location of operations	IR 2019 ¹ : About this report; 1.1 Our presence.	✓	-	-
102-5	Legal nature and ownership	IR 2019 ¹ : 1.5 Galp in the capital markets.	✓	-	-
102-6	Markets covered	IR 2019 ¹ : 1.1 Our presence; 1.2 Value creation model; 3.2 Exploration & Production; 3.3 Refining & Marketing; 3.4 Gas & Power.	✓	-	-
102-7	Organisation size	<ul style="list-style-type: none"> • Employees IR 2019¹ – 5.3 Be Responsible. • Operations, products and services: IR 2019¹ – 1.1 Our presence. • Sales: IR 2019¹ – 3.1. 2019 Highlights (Financial indicators). • Capitalisation: IR 2019¹ – 1.5 Galp in the capital markets. 	✓	-	-
102-8	Information about employees	<p>Total Galp: M: 3,650; F: 2,736. Contract type: Open-ended (5,552; M: 3,229; F: 2,323); Fixed-term (544; M: 268; F: 276); Uncertain Term (290; M: 153; F: 137). Shift type: Part time (176; M: 58; F: 118); Full time (6,210; M: 3,592; F: 2,618). 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:</p> <ul style="list-style-type: none"> • HR Annex, of this document, • IR 2019¹ – 5.3 Be Responsible • https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital/our-human-capital 	✓	6	8
102-9	Value chain	IR 2019 ¹ : 1.1 Our presence; 1.2 Value creation model; 5. The journey to a sustainable future.	✓	-	-
102-10	Main changes to the organisation or value-chain	IR 2019 ¹ : 3.1 Highlights of 2019; 1.5 A Galp in the capital markets.	✓	-	-
102-11	Approach to the precautionary principle	IR 2019 ¹ : PART II – Information on the Company's shareholding structure, organisation and corporate governance, C - Internal organization III - Internal control and risk management.	✓	-	-
102-12	External initiatives	<p>Galp subscribes to international principles and initiatives aligned with its commitments and strategy, e.g. SDGs; UNGC; Business Forum for equality; Zero Routine Flaring by 2030; CDP; TCFD; We Mean Business; Letter of Principles of BCSD (PT), among others.</p> <ul style="list-style-type: none"> • Galp Website: https://www.galp.com/corp/en/sustainability/our-approach/our-approach-to-sustainability/other-initiatives-and-commitments • CDP Climate Change Information Request: C3. Business Strategy – C3.1c; C4. Targets and Performance – C-OG4.2a; C-OG4.8 - https://www.cdp.net/en/responses 	✓	-	-
102-13	Participation in associations	<p>Meet Galp's Main Associations and Sectorial Partners: https://www.galp.com/corp/Portals/O/Recursos/Sustentabilidade/SharedResources/Documents/Lista%20principais%20associacoes%20parceiros%20setoriais_Versao%20EN.pdf</p> <ul style="list-style-type: none"> • 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 	✓	-	-

GRI Standard	Disclosure	Reference, Link or Content	External Verification	UNGC principles	SDG
2. Strategy and analysis					
102-14	Chairman's declaration	IR 2019 ¹ : Statement from the Board of Directors.	✓	-	-
102-15	Main impacts, risks and opportunities	<ul style="list-style-type: none"> IR 2019¹: Statement from the Board of Directors; 2.2 Our strategy; 2.3. How we manage risk; 6. 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 	✓	-	-
3. Ethics and integrity					
102-16	Values, principles, standards and behavioural norms.	<p>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.</p> <p>Company documents and corporate policies can be consulted at: https://www.galp.com/corp/en/corporate-governance/documentation</p> <p>Consult Galp's values and vision at: https://www.galp.com/corp/en/about-us/galp</p>	✓	-	16
102-17	Mechanisms for ethical advice and concerns.	<ul style="list-style-type: none"> IR 2019¹: 6. Corporate Governance, B – Company Bodies and Committees II - Administration and supervision, 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-andconduct/reporting-of-irregularities 	✓	-	16
4. Governance					
102-18	Structure of corporate governance.	<ul style="list-style-type: none"> IR 2019¹: 6. Corporate Governance - Part I: Item 21. Galp Website - Sustainability Committee: https://www.galp.com/corp/en/corporate-governance/governing-model-andbodies/committees/sustainability-committee CDP Climate Change Information Request: C1. Governance: C1.1, C1.1a - https://www.cdp.net/en/responses 	✓	-	-
102-19	Delegation of authority.	<ul style="list-style-type: none"> IR 2019¹: 6. Corporate Governance - Part I: Item 27. Galp Website - Sustainability Committee: https://www.galp.com/corp/en/corporate-governance/governing-model-andbodies/committees/sustainability-committee 	✓	-	-
102-20	Executive level responsibilities for economic, environmental and social issues.	<ul style="list-style-type: none"> IR 2019¹: 6. Corporate Governance - Part I: Item 27. This information is described in the GRI 102-19 indicator. Galp Website - Sustainability Committee: https://www.galp.com/corp/en/corporate-governance/governing-model-andbodies/committees/sustainability-committee CDP Climate Change Information Request: C1. Governance - https://www.cdp.net/en/responses 	✓	-	-
102-21	Consults stakeholders about economic, environmental and social issues.	<ul style="list-style-type: none"> IR 2019¹: 1.3 Addressing materiality Galp Website: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/dialogue-with-stakeholders 	✓	-	16
102-22	Composition of the highest governing body and its committees.	<ul style="list-style-type: none"> IR 2019¹: 6. Corporate Governance - Part I: Item 17; 18; 19; 22; 26; 9. Annex, 9.9 Biographies of members of the Board of Directors. Galp Website: https://www.galp.com/corp/en/corporate-governance/governing-model-bodies 	✓	-	16
102-23	Chairman of the highest governing body.	<ul style="list-style-type: none"> IR 2019¹: 6. Corporate Governance - Part I: Item 17; 18; Galp Website: https://www.galp.com/corp/en/corporate-governance/governing-model-bodies 	✓	-	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 coopt 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"> Galp Website: https://www.galp.com/corp/en/corporate-governance/governing-model-bodies 	✓	-	5; 16

GRI Standard	Disclosure	Reference, Link or Content	External Verification	UNGC principles	SDG
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> <p>The Company Standard for Management of Conflicts of Interest was also implemented which establishes procedures for the recognition, prevention, reporting and treatment of current, potential, or apparent conflicts of interest of the employees of Galp group in the pursuit of their activities.</p> <ul style="list-style-type: none"> • Consult the Regulations applicable to Galp Group transactions with related parties at: https://www.galp.com/Portals/O/Recursos/Governo-Societario/SharedResources/Documentos/EN/NT-R-Transacoes-Grupo-Galp-Partes-Relacionadas-EN.pdf • Consult the Company Standard for Management of Conflicts of Interest at: https://www.galp.com/corp/Portals/O/Recursos/Governance2019/regulamentos/NT-R-023%20-%20Management%20of%20Conflicts%20of%20Interest.pdf <p>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.</p>	✓	-	16
102-26	Role of the highest governance body in defining mission, values and strategy.	<p>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.</p> <ul style="list-style-type: none"> • Galp Website: https://www.galp.com/corp/en/corporate-governance/governing-model-bodies 	✓	-	-
102-27	Knowledge about sustainability of governance members	<ul style="list-style-type: none"> • IR 2019¹: 6. Corporate Governance - Part I: Point 19 <p>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.</p>	✓	-	4
102-28	Assessment of the performance of governance members.	IR 2019 ¹ : 6. Corporate Governance - Part I: Item: 24; 25.	✓	-	-
102-29	Identification and management of economic, environmental and social impacts.	<ul style="list-style-type: none"> • IR 2019¹: 1.3 Addressing Materiality; 6. Corporate Governance - Part I: Item: 27; 29. • Galp Website - Sustainability Committee: https://www.galp.com/corp/en/corporate-governance/governing-model-andbodies/committees/sustainability-committee • CDP Climate Change Information Request: C2. Risks and opportunities: C3. Business Strategy; - https://www.cdp.net/en/responses 	✓	-	16
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. Powers were attributed to the Safety and Sustainability Directorate 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 2019¹: 6. Corporate Governance - Part I: Item: 38; 51; 52. • CDP Climate Change Information Request: C1. Governance; C2. Risks and opportunities; C3. Business Strategy - https://www.cdp.net/en/responses 	✓	-	-
102-31	Review of economic, environmental and social topics.	<ul style="list-style-type: none"> • IR 2019¹: 5.2 Our purpose <p>• CDP Climate Change Information Request: C1. Governance; C2. Risks and opportunities; C3. Business Strategy - https://www.cdp.net/en/responses</p>	✓	-	-

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.	✓	-	-
102-33	Communication of critical issues.	IR 2019 ¹ : 6. Corporate Governance - Part I: item 49 (Reporting means and policy on the reporting of irregularities in the Company).	✓	-	-
102-34	Nature and communication of critical issues.	IR 2019 ¹ : 6. Corporate Governance - Part I: item 29 (Ethics and Conduct Committee) and 49 (Reporting means and policy on the reporting of irregularities in the Company). The mechanism for addressing and resolving these issues is described in the GRI 102-33 indicator.	✓	-	-
102-35	Remuneration policies.	• IR 2019 ¹ : 6. Corporate Governance - Part I, Section D - Remuneration (I - Power to establish- II - Remuneration Committee III - Remuneration structure IV - Remuneration disclosure; VII - Share and/or stock options plans). • CDP Climate Change Information Request: C1. Governance - https://www.cdp.net/en/responses	✓	-	-
102-36	Remuneration determination processes.	IR 2019 ¹ : 6. Corporate Governance - Part I, Section D - Remuneration (I - Power to establish- II - Remuneration Committee III - Remuneration structure IV - Remuneration disclosure; VII - Share and/or stock options plans).	✓	-	-
102-37	Involvement of stakeholders in remuneration issues.	IR 2019 ¹ : 6. Corporate Governance - Part I, Section D - Remuneration (I - Power to establish- II - Remuneration Committee III - Remuneration structure IV - Remuneration disclosure; VII - Share and/or stock options plans).	✓	-	16
102-38	Total annual compensation ratio.	Average remuneration of employees/CEO Remuneration 2019: 0.018 Median remuneration of employees/CEO Remuneration 2019: 0.011	✓	-	-
102-39	Ratio of the percentage increase in total annual remuneration.	Average remuneration increase of employees/CEO Remuneration increase 2019: 0	✓	-	-
5. Stakeholder Engagement					
102-40	List of stakeholder groups.	• IR 2019 ¹ : 1.3 Addressing Materiality • Galp Website - Our approach: https://www.galp.com/corp/en/sustainability/our-approach • Galp Website - Dialogue with stakeholders: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-withstakeholders/dialogue-with-stakeholders	✓	-	-
102-41	Collective contracting agreements.	Number of employees covered by Collective Bargaining Agreements: 5,069. Percentage of employees in relation to the total: 79%.	✓	1 and 3	8
102-42	Identification and selection of Stakeholders.	• IR 2019 ¹ : 1.3 Addressing Materiality • Galp Website - Our approach: https://www.galp.com/corp/en/sustainability/our-approach • Galp Website - Dialogue with stakeholders: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-withstakeholders/dialogue-with-stakeholders	✓	-	-
102-43	Approach to engagement with stakeholders.	• Galp Website - Dialogue with stakeholders: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-withstakeholders/dialogue-with-stakeholders <u>Customer satisfaction</u> : Net Promoter Score (%) ¹ Gas & Power: Supply - Retail: 60,5 DOII-MDN-CRC: Commercial Oil Portugal except Aviation, Marine and Chemicals: 38,6 ¹ (Number of Promoters - Number of Detractors) / Number of responses x 100	✓	-	-
102-44	Key issues and concerns.	IR 2019 ¹ : 1.1 Statement from the Board of Directors; 1.3 Addressing Materiality; 5. The journey to a sustainable future	✓	-	-
6. Reporting practice					
102-45	Entities included in the consolidated financial statements	IR 2019 ¹ : About this report.	✓	-	-
102-46	Definition of report content and material topics limits.	IR 2019 ¹ : About this report; 1.3 Addressing Materiality. Galp applied GRI defined principles for the definition of IR contents, them when preparing the IR 2019, namely: - Inclusion of stakeholders: Galp identifies its stakeholders, and IR 2019 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.	✓	-	-

102-47	List of material topics.	IR 2019 ⁹ : About this report; 1.3 Addressing Materiality. • Galp Website – Our approach: https://www.galp.com/corp/en/sustainability/our-approach	✓	-	-
102-48	Information reformulation.	IR 2019 ⁹ : About this report.	✓	-	-
102-49	Changes in the report.	IR 2019 ⁹ : About this report. Any changes in relation to the previous year and related to acquisitions, business nature or methods of indicators calculation are stated throughout IR 2019 when applicable.	✓	-	-
102-50	Reporting period.	IR 2019 ⁹ : About this report.	✓	-	-
102-51	Date of the last published report.	Integrated Report 2019.	✓	-	-
102-52	Report cycle	Annual report cycle.	✓	-	-
102-53	Contacts for questions about this report.	IR 2019 ⁹ : About this report.	✓	-	-
102-54	Statement of reporting compliance with GRI Standards.	IR 2019 ⁹ : About this report.	✓	-	-
102-55	GRI index contents.	Present document and IR 2019 ⁹ : About this report.	✓	-	-
102-56	External verification.	IR 2019 ⁹ : About this report.	✓	-	-

CONTENT INDEX – GRI STANDARDS

Management Approach and General Standard Disclosures

GRI Standard	Disclosure	Reference, Link or Content	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): 16,938</p> <p>Distributed direct economic value (€ million): 16,233</p> <p>Direct economic value retained (€ million): 705</p> <ul style="list-style-type: none"> Galp Website – Shared value creation: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-withstakeholders/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 2019: 2.3. How we manage risk, 6. Corporate Governance - Part I: Information on the company’s shareholding structure, organization and corporate governance, CInternal 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.	IR 2019 ¹ : Part I Consolidated financial statement, Responsibilities for retirement and other benefits.	✓	-	-
Aspect: Market presence (202)					
202-2	Proportion of senior Management contracted from the local community.	<ul style="list-style-type: none"> IR 2019¹: 5.3 Be responsible - Place People at the centre with a common purpose Hired locally: 99%; Portuguese: 1%. Proportion of local hiring in relation to total: Portugal: 95%; Spain: 96%; Brazil: 55%; Africa: 66% Operations in the above-identified countries are understood to be local operations. 'Senior management' means executive, middle and first-line managers. 	✓	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 2019¹: 1.2 Value creation model; 5.2 Our Purpose; 5.3 Be Responsible Galp Website – Shared value creation: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-withstakeholders/creating-shared-value Galp Website – Engagement with the community: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-withstakeholders/engagement-with-the-community Galp Website – Our culture and management systems: : https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environmentassets/hse-strategy/our-culture-and-management-systems 	✓	-	2; 5; 7; 9; 11
203-2	Significant indirect economic impacts and extent of impacts.	See 203-1 indicator	✓	-	1; 2; 3; 8; 10; 17
Material aspect: Procurement practices (204)²					
103-1	Explanation of the material theme.	IR 2019 ¹ : 1.2 Value creation model; 1.3 Addressing materiality; 5. The journey to a sustainable future. The 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). Impacts can occur both in operations and in the value-chain.	✓	-	-

GRI Standard	Disclosure	Reference, Link or Content	External Verification	UNGC Principles	SDG
103-2	Form of management and its components.	<ul style="list-style-type: none"> IR 2019¹: 5.2 Our Purpose; 5.3 Be Responsible - Together with our suppliers Galp Website: https://www.galp.com/corp/en/sustainability; https://www.galp.com/corp/en/corporate-governance/documentation 	✓	-	-
103-3	Evaluation of the form of management	<p>Galp measures and monitors indicators associated with this aspect, reporting them in IR 2019 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> <ul style="list-style-type: none"> IR 2019¹: 5.3 Be Responsible - Together with our suppliers Galp Website - Reporting: https://www.galp.com/corp/en/sustainability/reporting 	✓	-	-
204-1	Proportion of spending on local suppliers.	<p>In 2019, we made a total of € 598 million of purchases, distributed by 3,041 suppliers, of which 1,122 correspond to Tier 1 suppliers (suppliers with contracts exceeding €25 thousand).</p> <p><u>Purchases by business segment (%)</u>: E&P (4%); R&M (66%); G&P (10%); Corporate services (20%).</p> <p><u>Local purchases by country (%)</u>: Portugal (79%); Spain (92%); Brazil (91%); São Tomé and Príncipe (50%); Netherlands (30%); Namibia (93%); Mozambique (100%).</p> <p>Galp understands by location geography (country) and significant operations in the countries identified above.</p>	✓	-	12
Material aspect: Anti-corruption (205)²					
103-1	Explanation of the material theme.	<p>IR 2019¹: 1.2 Value creation model; 1.3 Addressing materiality; 5. The journey to a sustainable future</p> <p>The identification of Galp's material themes was based on the work described in Disclosure 102-47. The topic "Unfair competition" is related to the theme "Corporate Governance" and "Business Ethics", which are considered to be material themes (see materiality matrix). 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 2019¹: 5.2 Our Purpose; 5.3 Be Responsible - Act with transparency and integrity; 6. Corporate Governance - Part I C- Internal organization, II - Communication of irregularities. Galp Website - Transparency and prevention of corruption: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/transparency-and-corruption-prevention Corruption Prevention Policy: https://www.galp.com/corp/Portals/O/Recursos/Governo-Societario/SharedResources/Documentos/EN/Corruption_Prevention_Policy_1.pdf Anti-money laundering and Terrorist Financing policy: https://www.galp.com/Portals/O/Recursos/GovernoSocietario/SharedResources/Documentos/EN/Money_Laundering_and_Terrorist_Financing_Prevention_Policy.pdf 	✓	-	-
103-3	Evaluation of the form of management	<p>Galp measures and monitors indicators associated with this aspect, reporting them in IR 2019 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> <ul style="list-style-type: none"> IR 2019¹: 6. Corporate Governance - Part I C- Internal organization, II - Communication of irregularities. Galp Website - Reporting: https://www.galp.com/corp/en/sustainability/reporting 	✓	-	-
205-1	Total number and percentage of operations subject to risk assessments related to corruption and significant identified risks	<p>All operations that meet any of the 12 criteria provided in our internal integrity verification procedure 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.</p> <p>The results of the evaluations take into account quantitative and qualitative criteria.</p> <p>In 2019, 259 counter-parties were analysed through our Compliance system, with a 95% increase in verified entities.</p>	✓	10	16

205-2	Communication and training in anti-corruption policies and procedures.	<ul style="list-style-type: none"> • IR 2019¹: 5.3 Be responsible - Develop a conscious business – Our culture of transparency and ethics <p>As of 31 December 2019, 6,459 employees participated in the Code of Ethics and Conduct e-learning course, which was made available in December 2017. In 2019, we invited all tier 1 suppliers, representing approximately 100% of the total volume billed in 2018, to conduct an e-learning on Galp's Code of Ethics and Conduct.</p> <p>The e-learning course dealt with anti-corruption issues together with other issues.</p>	✓	10	16
205-3	Confirmed cases of corruption and measures taken.	Galp did not report any cases of corruption in 2019.	✓	10	16
Aspect: Reserves (OG)					
G4-OG1	Volume and type of estimated proven reserves and production.	<ul style="list-style-type: none"> • IR 2019¹: 3.2 Exploration and production. 	✓	-	-
Material aspect: Anti-competitive behaviour (206) ²					
103-1	Explanation of the material theme.	<ul style="list-style-type: none"> • IR 2019¹: 1.2 Value creation model; 1.3 Addressing materiality; 5. The journey to a sustainable future <p>The identification of Galp's material themes was based on the work described in Disclosure 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). 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 2019¹: 5.2 Our Purpose; 5.3 Be responsible – Our culture of transparency and ethics; 6. Corporate Governance – Part I: Item 51. 	✓	-	-
103-3	Evaluation of the form of management	See Material aspect: Anti-corruption (205), 103-3.	✓	-	-
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 2019.	✓	-	16
Environmental Series					
Material aspect: Materials (301) ²					
103-1	Explanation of the material theme.	<ul style="list-style-type: none"> • IR 2019¹: 1.2 Value creation model; 1.3 Addressing materiality; 5. The journey to a sustainable future <p>The identification of Galp's material themes was based on the work described in Disclosure 102-47. The "Materials" theme is connected to the theme "Operating eco-efficiency", considered a material theme (see materiality matrix). Impacts may occur both in operations and in the value chain.</p>	✓	-	-
103-2	Form of management and its components.	<p>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. Optimizing resource revenue; Redesign of processes and models; Innovation and new technologies; Preservation of natural capital. We see the circular economy as an essential tool to balance economic growth and resource consumption.</p> <ul style="list-style-type: none"> • IR 2019¹: 5.2 Our Purpose; 5.3 Be responsible - Reduce our ecological footprint <p>• Galp Website - Health, Safety and Environment Strategy: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-the-environment-and-assets/hse-strategy</p>	✓	-	-

		<ul style="list-style-type: none"> Galp Website – Environment: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-the-environment-and-assets/environmental-protection Galp Website - Operating eco-efficiency: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/operational-eco-efficiency Galp Website - Protection of biodiversity, water and soil: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/biodiversity-and-water Galp Website - Circular economy: 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 .	<p>Galp performs the measuring and monitoring of the indicators connected to this aspect and reports them in the IR 2019, 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> <ul style="list-style-type: none"> IR 2019: 5.3 Be responsible - Reduce our ecological footprint Galp Website - Reporting: https://www.galp.com/corp/en/sustainability/reporting 	✓	-	-								
301-1	Consumption of raw materials.	<p>Crude oil processed at the Matosinhos Refinery: 4,217,206 ton.</p> <p>Crude oil processed at the Sines Refinery: 7,029,534 ton.</p> <p>Feedstock processed at the Matosinhos Refinery: 4,638,056 ton.</p> <p>Feedstock processed at the Sines Refinery: 10,327,301 ton.</p>	✓	7 and 8	8; 12								
301-2	Consumption of recycled materials.	Galp operates an industrial unit in Sines, Enerfuel, dedicated to the biodiesel production FAME (fatty acid methyl ester) through transformation of waste oils and waste animal fats into second generation biofuels.	✓	7 and 8	8; 12								
301-3	Products and packaging recovered.	<p>Weight of SPV (Sociedade Ponto Verde) packages (2018 data):</p> <ul style="list-style-type: none"> - Plastic (ton): 157.4 - Paper and carton (ton): 67.6 - Steel (ton): 16.0 - TOTAL (ton): 241.0 	✓	7 and 8	8; 12								
Material aspect: Energy (302)²													
103-1	Explanation of the material theme.	<ul style="list-style-type: none"> IR 2019: 1.2 Value creation model; 1.3 Addressing materiality; 5. The journey to a sustainable future <p>The identification of Galp's material themes was based on the work described in Disclosure 102-47. The "Energy" theme is connected to the themes "Operating eco-efficiency" and "Climate Strategy", considerer material themes (view materiality matrix. 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 2019: 5.2 Our Purpose; 5.3 Be responsible - Tackle the climate change challenge; Reduce our ecological footprint Galp Website – Goals and targets – Energy and Climate: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate Further information on Galp's position and how this theme is managed: https://www.galp.com/corp/en/sustainability Mobility – Galp Electric: http://www.Galpelectric.pt/ 	✓	-	-								
103-3	Evaluation of the form of management .	See Environmental Series, Material aspect: Materials (301), 103-3	✓	-	-								
302-1	Energy consumption within the organization.	<ul style="list-style-type: none"> IR 2019: 5. Be responsible - Tackle the climate change challenge; Reduce our ecological footprint CDP Climate Change Information Request: C8. Energy - https://www.cdp.net/en/responses <table border="1"> <tr> <td>Direct energy consumption by primary sources (TJ)¹</td> <td>40,906</td> </tr> <tr> <td>Purchase of electricity (TJ)²</td> <td>1,597</td> </tr> <tr> <td>Electricity production (TJ)³</td> <td>3,513</td> </tr> <tr> <td>Electricity sold (TJ)³</td> <td>2,381</td> </tr> </table>	Direct energy consumption by primary sources (TJ) ¹	40,906	Purchase of electricity (TJ) ²	1,597	Electricity production (TJ) ³	3,513	Electricity sold (TJ) ³	2,381	✓	7 and 8	7; 8; 12; 13
Direct energy consumption by primary sources (TJ) ¹	40,906												
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Electricity production (TJ) ³	3,513												
Electricity sold (TJ) ³	2,381												

		<p>¹ 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.</p> <p>² Includes all Galp business segments (E&P; R&M; G&P; Others).</p> <p>³The production and sale of electricity relate to R&M (Sines and Matosinhos refineries); G&P (Agroger) and Retail (service stations).</p>											
302-2	Energy consumption outsider 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): 2,012,684	✓	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).											
		<table border="1"> <tr> <td>Sines refinery – Energy Intensity Index</td> <td>97.5</td> </tr> <tr> <td>Matosinhos refinery – Energy Intensity Index</td> <td>86.0</td> </tr> <tr> <td>E&P NON-operated BRAZIL - (GJ/t)¹</td> <td>0.65</td> </tr> <tr> <td>E&P NON-operated ANGOLA - (GJ/t)¹</td> <td>1.31</td> </tr> </table> <p>¹ Energy consumption/hydrocarbons produced. This includes diesel and fuel gas.</p>	Sines refinery – Energy Intensity Index	97.5	Matosinhos refinery – Energy Intensity Index	86.0	E&P NON-operated BRAZIL - (GJ/t) ¹	0.65	E&P NON-operated ANGOLA - (GJ/t) ¹	1.31	✓	8	7; 8; 12; 13
Sines refinery – Energy Intensity Index	97.5												
Matosinhos refinery – Energy Intensity Index	86.0												
E&P NON-operated BRAZIL - (GJ/t) ¹	0.65												
E&P NON-operated ANGOLA - (GJ/t) ¹	1.31												
302-4	Reduction of energy consumption.	<ul style="list-style-type: none"> • IR 2019¹: 5.3 Be responsible - Tackle the climate change challenge; Reduce our ecological footprint • Galp Website – Low Carbon Initiatives: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate/energy-efficiency • CDP Climate Change Information Request: C8. Energy - https://www.cdp.net/en/responses 	✓	8 and 9	7; 8; 12; 13								
302-5	Reductions in the energy needs of products and services.	<ul style="list-style-type: none"> • IR 2019¹: 3.3 Refining & Marketing; 5.3 Be responsible - Tackle the climate change challenge 	✓	8 and 9	7; 8; 12; 13								
OG2	Total amount invested in renewable energy (k€).	Capital expenditure Belém Bioenergia Brasil (k€): 16,405 Capital expenditure Enerfuel (k€): 195 Investment Portcogeração (solar) (k€): 233 Investment Parque fotovoltaico Alcoutim (solar) (k€): 742 TOTAL Investment (k€): 17,575	✓	-	-								
OG3	Total renewable energy generated, broken down by source (MWh).	Renewable energy produced: 290,886 MWh. Avoided CO ₂ emissions (t CO ₂): 70,163 <ul style="list-style-type: none"> • See 302-4 and 302-5 indicators. • IR 2019¹: 1.4 Contribution to Sustainable Development Goals; 3.3 Refining & Marketing; 3.4 Gas & Power; 3.5 Renewables & New Businesses • CDP Climate Change Information Request: C4. Targets and performance; C8. Energy - https://www.cdp.net/en/responses 	✓	-	-								
Material aspect: Water (303)²													
103-1	Explanation of the material theme.	IR 2019 ¹ : 1.2 Value creation model; 1.3 Addressing materiality; 5. The journey to a sustainable future The identification of Galp's material themes was based on the work described in Disclosure 102-47. The "Water" theme is connected to the theme "Water Management", deemed a material theme (view materiality matrix). Impacts may occur both in operations and in the value chain.	✓	-	-								
103-2	Form of management and its components.	<p>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. We see the circular economy as an essential tool to balance economic growth and resource consumption</p> <ul style="list-style-type: none"> • IR 2019¹: 5.2 Our Purpose; 5.3 Be responsible - Reduce our ecological footprint • Galp Website - Health, Safety and Environment Strategy: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-the-environment-and-assets/hse-strategy • Galp Website – Environment: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-the-environment-and-assets/environmental-protection 	✓	-	-								

		<ul style="list-style-type: none"> Galp Website - Operating eco-efficiency: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/operational-eco-efficiency Galp Website - Protection of biodiversity, water and soil: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/biodiversity-and-water 																							
103-3	Evaluation of the form of management	See Environmental Series, Material aspect: Materials (301), 103-3	✓	-	-																				
303-1	Total water consumption by source.	<ul style="list-style-type: none"> IR 2019: 5.3 Be responsible - Reduce our ecological footprint Galp Website – Interactive Indicators: https://www.galp.com/corp/en/url-sustainability/reporting/interactive-indicators <table border="1"> <thead> <tr> <th></th> <th>thousand m³</th> </tr> </thead> <tbody> <tr> <td>Total consumption of raw water</td> <td>10,774</td> </tr> <tr> <td>Public water</td> <td>7,110</td> </tr> <tr> <td>Fresh surface water abstracted</td> <td>0</td> </tr> <tr> <td>Groundwater abstracted</td> <td>128</td> </tr> <tr> <td>Salty water</td> <td>394</td> </tr> <tr> <td>Water for supply to third parties</td> <td>6</td> </tr> <tr> <td>Water supplied by third parties</td> <td>3,148</td> </tr> <tr> <td>E&P Brasil - Salty water consumption (injection water)</td> <td>5,069</td> </tr> <tr> <td>E&P Angola - Injection of captured water</td> <td>1,261</td> </tr> </tbody> </table> <p>Water consumption is determined by standard methodologies, e.g. billing, meter reading or estimating.</p>		thousand m ³	Total consumption of raw water	10,774	Public water	7,110	Fresh surface water abstracted	0	Groundwater abstracted	128	Salty water	394	Water for supply to third parties	6	Water supplied by third parties	3,148	E&P Brasil - Salty water consumption (injection water)	5,069	E&P Angola - Injection of captured water	1,261	✓	7 and 8	6
	thousand m ³																								
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E&P Brasil - Salty water consumption (injection water)	5,069																								
E&P Angola - Injection of captured water	1,261																								
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.	✓	8	6																				
303-3	Percentage and total volume of recycled and reused water.	<ul style="list-style-type: none"> IR 2019: 5.3 Be responsible - Reduce our ecological footprint <p>In 2019, we reused 1.385.097 m³ of water, which corresponds to an overall 13% of raw water consumed.</p> <p>Volume of reused water - MR (m³): 808,750</p> <p>Volume of reused water - SR (m³): 576,347</p>	✓	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 our operating sites are located in an area with significant biodiversity relevance.</p> <ul style="list-style-type: none"> IR 2019: 5.3 Be responsible - Reduce our ecological footprint Galp Website – Identification of Protected and Significant Biodiversity Areas: https://www.galp.com/corp/Portals/O/Recursos/Sustentabilidade/SharedResources/Documents/EN_IBAT_Nov2019.pdf Galp Website - Protection of biodiversity, water and soil: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/biodiversity-and-water 	✓	8	6; 14; 15																				
Material aspect: Emissions (305)²																									
103-1	Explanation of the material theme.	<ul style="list-style-type: none"> IR 2019: 1.2 Value creation model; 1.3 Addressing materiality; 5. The journey to a sustainable future <p>The identification of Galp's material themes was based on the work described in Disclosure 102-47. The "Emissions" theme is connected to the themes "Operating eco-efficiency" and "Climate Strategy", considerer material themes (see materiality matrix). 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 2019: 5.2 Our Purpose; 5.3 Be responsible - Tackle the climate change challenge; Reduce our ecological footprint Website Galp – Goals and Targets – Energy and climate: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate Website Galp – Climate Change and Energy Transition: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate/climate-change-and-energy-transition Website Galp – Low Carbon Initiatives: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate/energy-efficiency 	✓	-	-																				

		<ul style="list-style-type: none"> • Website Galp – Carbon Metrics: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate/carbon-footprint • Website Galp – Operating eco-efficiency: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/operational-eco-efficiency • CDP Climate Change Information Request: C1. Governance; C3. Business Strategy; C4. Targets and performance; C6. Emissions data - https://www.cdp.net/en/responses • Climate Change Policy: https://www.galp.com/corp/Portals/0/Recursos/Governo-Societario/SharedResources/Documentos/EN/Climate-Change-Policy.pdf 			
103-3	Evaluation of the form of management	See Environmental Series, Material aspect: Materials (301), 103-3	✓	-	-
305-1	Direct GHG emissions (scope 1).	<p>Direct GHG emissions (scope 1): 3.30 mt CO₂e</p> <ul style="list-style-type: none"> • IR 2019: 5. Be responsible - Tackle the climate change challenge • Galp Website – Interactive Indicators: https://www.galp.com/corp/en/url/sustainability/reporting/interactive-indicators • 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>	✓	7 and 8	3; 12; 13; 14; 15
305-2	Indirect GHG emissions (scope 2).	<p>Indirect GHG emissions (scope 2): 0.11 mt CO₂e</p> <ul style="list-style-type: none"> • IR 2019: 5 Be responsible - Tackle the climate change challenge • Galp Website – Interactive Indicators: https://www.galp.com/corp/en/url/sustainability/reporting/interactive-indicators • 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>	✓	7 and 8	3; 12; 13; 14; 15
305-3	Other indirect GHG emissions (scope 3).	<p>Indirect GHG emissions (scope 3): 59.30 mt CO₂e</p> <ul style="list-style-type: none"> • IR 2019: 5. Be responsible - Tackle the climate change challenge • Galp Website – Interactive Indicators: https://www.galp.com/corp/en/url/sustainability/reporting/interactive-indicators • CDP Climate Change Information Request: C5. Emissions Methodology; C6. Emissions Data; C7. Emissions Breakdown - 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>	✓	7 and 8	3; 12; 13; 14; 15
305-4	Carbon intensity	<p>Galp calculate a carbon intensity adapted to its value chain and applicable to all business segments. The carbon intensity is calculated considering the emissions from all of its activities, of scope 1, 2 and 3 referred to above, and the energy marketed by the various business segments, namely crude oil, natural gas, liquid fuels, biofuels and electricity.</p> <p><u>Carbon intensity Galp</u>: 77 tCO₂e/MJ</p> <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>	✓	8	13;14; 15

Carbon intensity (Refining)	
Sines refinery (CO ₂ /CWT)	32.7
Matosinhos refinery (CO ₂ /CWT)	29.3
Carbon intensity (E&P operated)	
Brazil (ton CO ₂ e)	2,627
Brazil (ton CO ₂ e/10 ³ t)	340
Brazil (ton CO ₂ e/kboe)	45.6
Carbon intensity (E&P non-operated)	
Brazil (ton CO ₂ e)	355,816
Brazil (ton CO ₂ e/10 ³ t)	61.8
Brazil (ton CO ₂ e/kboe)	8.3
Angola (ton CO ₂ e)	91,618
Angola (ton CO ₂ /10 ³ t)	136.6
Angola (ton CO ₂ /kboe)	18.4
Total (ton CO ₂ e)	447,433
Total (ton CO ₂ /10 ³ t)	69.6
Total (ton CO ₂ /kboe)	9.4
Carbon intensity (E&P operated and non-operated)	
Total (ton CO ₂ e)	450,060
Total (ton CO ₂ /10 ³ t)	69.97
Total (ton CO ₂ /kboe)	9.4

- IR 2019¹: 5. S Be responsible - Tackle the climate change challenge
- CDP Climate Change Information Request: C5. Emissions Methodology; C6. Emissions Data; C-OG6; C7. Emissions Breakdown; C-OG7 - <https://www.cdp.net/en/responses>

305-5	Reducing GHG emissions.	See 302-4, 302-5 and OG3 Disclosures.	✓	8 and 9	13; 14; 15
305-6	Emissions of ozone-depleting substances, by weight.	Our Company does not manufacture or sell products that emit substances that damage the ozone layer. On the other hand, Galp guarantees the conformity of the equipment used by it that contains these substances with the applicable regulations, verifying such compliance through audits. Finally, our Company has a Regulatory Guide – Management of substances that deplete the ozone layer. We thus guarantee that no significant sources of emissions of these substances have been identified in Galp's activities.	✓	7 and 8	3; 12
305-7	NOx, SOx and other Atmospheric emissions.	• IR 2019 ¹ : 5.3 Be responsible - Reduce our ecological footprint Internationally accepted emission factors (EEA; EPA) applied to energy consumptions are used to calculate emissions. In Refining, emissions are measured continuously.	✓	7 and 8	3; 12; 14; 15
Material aspect: effluents and waste (306)²					
103-1	Explanation of the material theme.	• IR 2019 ¹ : 1.2 Value creation model; 1.3 Addressing materiality; 5. The journey to a sustainable future The identification of Galp's material themes was based on the work described in Disclosure 102-47. The "Effluents and waste" theme is connected to the theme "Operating eco-efficiency", deemed a material theme (view materiality matrix). Impacts may occur both in operations and in the value chain.	✓	-	-
103-2	Form of management and its components.	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. 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. We see circular economy as an essential tool for balancing the balance between economic growth and resource consumption. • IR 2019 ¹ : 5.2 Our Purpose; 5.3 Be responsible - Reduce our ecological footprint • 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 • Galp Website - Circular economy: 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	See Environmental Series, Material aspect: Materials (301), 103-3	✓	-	-																						
306-1	Production of liquid effluents, by quality and by destination.	<ul style="list-style-type: none"> • IR 2019¹: 5.3 Be responsible - Reduce our ecological footprint • Galp Website – Interactive Indicators: https://www.galp.com/corp/en/url/sustainability/reporting/interactive-indicators <table border="1"> <thead> <tr> <th></th> <th>thousand m³</th> </tr> </thead> <tbody> <tr> <td>Total production of liquid effluents</td> <td>5,989</td> </tr> <tr> <td>Water environment</td> <td>1,671</td> </tr> <tr> <td>Soil</td> <td>0,9</td> </tr> <tr> <td>Municipal collector</td> <td>470</td> </tr> <tr> <td>Delivered to a specialised company</td> <td>3,847</td> </tr> </tbody> </table> <p>E&P Non-operated - Angola (water environment effluent) (thousand m³): 673.135 Effluent production is determined by standard methodologies, e.g. billing or estimating.</p>		thousand m ³	Total production of liquid effluents	5,989	Water environment	1,671	Soil	0,9	Municipal collector	470	Delivered to a specialised company	3,847	✓	8	3; 6; 12; 14										
	thousand m ³																										
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Municipal collector	470																										
Delivered to a specialised company	3,847																										
306-2	Waste produced, by type and method of treatment.	<ul style="list-style-type: none"> • IR 2019¹: 5.3 Be responsible - Reduce our ecological footprint • Galp Website – Interactive Indicators: https://www.galp.com/corp/en/url/sustainability/reporting/interactive-indicators <table border="1"> <thead> <tr> <th></th> <th>tonnes</th> </tr> </thead> <tbody> <tr> <td>Total waste production</td> <td>39,674</td> </tr> <tr> <td>Recovered</td> <td>22,619</td> </tr> <tr> <td>Disposed</td> <td>17,055</td> </tr> <tr> <td>Hazardous waste</td> <td>28,526</td> </tr> <tr> <td>Recovered</td> <td>12,278</td> </tr> <tr> <td>Disposed</td> <td>16,248</td> </tr> <tr> <td>Non-hazardous waste</td> <td>11,148</td> </tr> <tr> <td>Recovered</td> <td>10,341</td> </tr> <tr> <td>Disposed</td> <td>807</td> </tr> <tr> <td>Percentage of total waste recovered (%)</td> <td>57%</td> </tr> </tbody> </table> <p>Waste production is determined through waste control guides provided by the service providers.</p>		tonnes	Total waste production	39,674	Recovered	22,619	Disposed	17,055	Hazardous waste	28,526	Recovered	12,278	Disposed	16,248	Non-hazardous waste	11,148	Recovered	10,341	Disposed	807	Percentage of total waste recovered (%)	57%	✓	8	3; 6; 12
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306-3	Occurrence of spillage.	<ul style="list-style-type: none"> • IR 2019¹: 5.3 Be responsible - Reduce our ecological footprint • Galp Website - Operating eco-efficiency: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/operational-eco-efficiency <table border="1"> <thead> <tr> <th></th> <th>No. and m³</th> </tr> </thead> <tbody> <tr> <td>Losses of primary containment (no.) (>150 l)</td> <td>17</td> </tr> <tr> <td>Losses of primary containment (m³) (>150 l)</td> <td>115</td> </tr> <tr> <td>Losses of primary containment that reached the environment (no.) (>150 l)</td> <td>3</td> </tr> <tr> <td>Losses of primary containment that reached the environment (m³) (>150 l)</td> <td>60.7</td> </tr> </tbody> </table>		No. and m ³	Losses of primary containment (no.) (>150 l)	17	Losses of primary containment (m ³) (>150 l)	115	Losses of primary containment that reached the environment (no.) (>150 l)	3	Losses of primary containment that reached the environment (m ³) (>150 l)	60.7	✓	8	3; 6; 12; 14; 15												
	No. and m ³																										
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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.	Wastewater 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 Galp industrial facilities we monitor the quality of groundwater and carry out quantitative risk analyses, which allows us to affirm that we promote all efforts so that ecosystems are not impacted by our activities.	✓	8	6; 14; 15																						
G4-OG5	Volume of water produced.	E&P NON-operated - Angola (m ³): 673,135. E&P NON-operated - Angola (m ³ /10 ³ t): 1,003.6.	✓	-	-																						
G4-OG6	Volume of flared and	<table border="1"> <thead> <tr> <th colspan="2">Flaring (E&P)</th> </tr> </thead> <tbody> <tr> <td>E&P Operated Brazil - Gás flaring (m³)</td> <td>1,019,818</td> </tr> </tbody> </table>	Flaring (E&P)		E&P Operated Brazil - Gás flaring (m ³)	1,019,818	✓	-	-																		
Flaring (E&P)																											
E&P Operated Brazil - Gás flaring (m ³)	1,019,818																										

vented hydrocarbon s.	E&P Operated Brazil - Gás flaring (ton)	834
	Hydrocarbons produced (ton)	7,737
	E&P Operated BRAZIL - Ratio (ton /10 ³ ton)	107.8
	E&P NON-operated Brazil - Gás flaring (m ³)	37,546,670
	E&P NON-operated Brazil - Gás flaring (ton)	30,713
	Hydrocarbons produced (ton)	5,753,931
	E&P NON-operated BRAZIL - Ratio (ton /10 ³ ton)	5.3
	E&P NON-operated Angola - Gás flaring (m ³)	11,588,096
	E&P NON-operated Angola - Gás flaring (ton)	9,479
	Hydrocarbons produced (ton)	670,750
	E&P NON-operated Angola - Ratio (ton /10 ³ ton)	14.1
	E&P TOTAL (Brazil OP + Brazil NOP + Angola NOP) - Gás flaring (m ³)	50,154,584
	E&P TOTAL (Brazil OP + Brazil NOP + Angola NOP) - Gás flaring (ton)	41,026
	Hydrocarbons produced (ton)	6,432,418
E&P TOTAL (Brazil OP + Brazil NOP + Angola NOP) - Ratio (ton /10 ³ ton)	6.4	

In non-operated Blocks, we do not carry out venting.

G4-OG7	Amount of drilling waste and strategy for their disposal.	E&P (operated) - Brazil (ton): 3.4. There was no drilling in 2019. E&P (non-operated): information not available. The operator does not provide this information.	✓	-	-
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Aspect: Products and services (OG)

G4-OG8	Lead, benzene and sulphur content in fuels.	<ul style="list-style-type: none"> IR 2019¹: 3.3 Refining & Marketing <p>In all fuels, the applicable national limits for benzene and sulfur are met, and Galp refineries do not use lead addition in fuels. The reduction of the sulphur content in fuels implies the purchase of crude oils with a lower sulphur content and/or the use of units that reduce the sulfur content in fuels. Galp successfully adapted its refining system in 2019 and started in November supplying the market with a new marine fuel oil (VLSFO), with a maximum sulphur content of 0.5%, in compliance with the new IMO regulation. Galp therefore anticipated, by its own initiative, the reduction in the sulfur content of marine diesel fuel which came into effect on January 2020. Galp provides its customers with safety data sheets of its products, where the main physical-chemical characteristics are mentioned, as well as safety and environmental aspects, such as hazard identification; first aid; fire-fighting measures; measures to be taken in case of accidental leakage; handling and storage; exposure control / personal protection; toxicological information, Ecological information; transport information; exposure scenarios. Galp informs its customers of the estimated CO₂ emissions associated with fuel consumption through detailed billing. In terms of fuels sold at service stations, information is displayed at the filling stations. Galp website has information on commercialized fuels, emissions, consumption and vehicle protection, when applicable.</p>	✓	-	-
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Material aspect: Environmental compliance (307)²

103-1	Explanation of the material theme.	<ul style="list-style-type: none"> IR 2019¹: 1.2 Value creation model; 1.3 Addressing materiality; 5. The journey to a sustainable future <p>The identification of Galp's material themes was based on the work described in Disclosure 102-47. The "Environmental compliance" theme is connected to the theme "Corporate governance" and "Business Ethics", deemed a material theme (view materiality matrix). 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 2019¹: 5.2 Our Purpose; 5.3 Be responsible - Reduce our ecological footprint Galp Website – Environment: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-the-environment-and-assets/environmental-protection Galp Website – Health, Safety, Social and Environmental requirements in projects lifecycle: https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/Galp_HSSE%20Specific%20Requirements%20in%20Projects_Standard_Summary_1.pdf <p>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. 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>	✓	-	-

103-3	Evaluation of the form of management	See Environmental Series, Material aspect: Materials (301), 103-3	✓	-	-
307-1	Non-monetary fines and penalties for non-compliance with environmental laws and regulations.	There were no convictions regarding non-monetary sanctions or significant fines for non-compliance with environmental laws and regulations in 2019. Galp considers significant fines those over €100 thousand.	✓	8	16
Material aspect: Supplier Environmental Assessment (308)²					
103-1	Explanation of the material theme.	<ul style="list-style-type: none"> IR 2019: 1.2 Value creation model; 1.3 Addressing materiality; 5. The journey to a sustainable future 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 the supply chain", consider a material theme (view materiality matrix). Impacts may occur both in operations and in the value chain.	✓	-	-
103-2	Form of management and its components.	<p>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 take appropriate steps to ensure that business practices comply with the contractual terms we establish in the various sustainability components. Throughout our procurement process, from selection to contract formalization, we promote the compliance, by our suppliers, of 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. Galp performs the measuring and monitoring of the indicators connected to this aspect and reports them in the IR 2019, 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> <ul style="list-style-type: none"> IR 2019: 1.2 Value creation model; 1.3 Addressing materiality; 5.3 Be responsible - Together with our suppliers Galp Website – Engagement with suppliers and other partners: https://www.galp.com/corp/en/sustainability/our-commitments/engaging-stakeholders/engaging-with-suppliers-and-partners Galp Website - Reporting: https://www.galp.com/corp/en/sustainability/reporting 	✓	-	-
103-3	Evaluation of the form of management	<p>Galp performs the measuring and monitoring of the indicators connected to this aspect and reports them in the IR 2019, 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> <ul style="list-style-type: none"> IR 2019: 5.3 Be responsible - Together with our suppliers Galp Website - Reporting: https://www.galp.com/corp/en/sustainability/reporting 	✓	-	-
308-1	New suppliers assessed based on environmental criteria.	<ul style="list-style-type: none"> IR 2019: 5.3 Be responsible – Develop a conscious business - Together with our suppliers Galp Website - Sustainable management in the supply chain: https://www.galp.com/corp/en/sustainability/our-commitments/engaging-with-stakeholders/engaging-with-suppliers-and-partners/sustainable-management-in-the-supply-chain <p>In the scope ARS agreement (Added Road Safety Agreement) of APETRO, in 2019, 3 audits were carried out to hired carriers that provide direct service to Galp, through an annual plan previously agreed. All drivers attend mandatory training courses, which contents are assessed by APETRO, in terms of defensive driving, product handling, among others. Service vehicles comply with several requirements, namely the requirement to be equipped</p>	✓	8	-

with clean EURO6 engines. Also, within the scope of this agreement, initiatives are being developed with Public Entities for legislative revisions.

Certification of suppliers:

International Standard	
Quality (ISO 9001)	3,127
Environment (ISO 14001)	1,872
Security (OHSAS 18001)	1,971
Other certifications	956

Supplier audits:

Audits	
No. audits to suppliers	49
No. audits to tier 1 suppliers	19
No. critical tier 1 suppliers audited	11
No. critical tier n-1 suppliers audited	2
% audited tier 1 suppliers	1.43%
% critical certified tier 1 suppliers	55%

Sustainability risk:

Sustainability risk	
Number of tier 1 suppliers with high sustainability risk	94
Number of tier 1 suppliers with high economic sustainability risk	33
Number of tier 1 suppliers with high environmental sustainability risk	0
Number of tier 1 suppliers with high social sustainability risk	65

308-2	Negative environmental impacts in the supply chain and actions taken.	No tier 1 (critical and non-critical) suppliers with high environmental sustainability risk were identified. <ul style="list-style-type: none"> RI 2019¹: 5.3 Be responsible – Together with our suppliers Galp Website - Sustainable management in the supply chain: https://www.galp.com/corp/en/sustainability/our-commitments/engaging-with-stakeholders/engaging-with-suppliers-and-partners/sustainable-management-in-the-supply-chain 	✓	8	-
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Social Series

Material aspect: Employment (401)²

103-1	Explanation of the material theme	<ul style="list-style-type: none"> IR 2019¹: 1.2 Value creation model; 1.3 Addressing materiality 5.3. Be responsible <p>The identification of Galp's material themes was based on the work described in Disclosure 102-47. The "Employment" theme is connected to the themes "Attracting and retaining talent" and "Development of human capital", deemed a material themes (see materiality matrix). 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 2019: 5.3. Be responsible – 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> <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.</p> <p>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</p>	✓	-	-
103-3	Evaluation of the form of management	<ul style="list-style-type: none"> IR 2019: 5.3. Be responsible – Our people <p>This information is described in the Economic Series, Material aspect: Anticorruption (205), 103-3.</p>	✓	-	-
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 2019¹: 5.3 Be responsible - Place People at the centre with a common purpose Detailed information on: HR Annex, of this document. 	✓	-	5; 8

401-2	Benefits granted to full time employees, and not to fixed-term or part time employees	<p>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. 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).</p> <p>• Galp Website – Recognition and Reward: 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.	<p>Right to take leave (M&F): 100%</p> <p>Rate of return (M&F): 100%¹</p> <p>Retention rate (M&F): 100%¹</p> <p>¹ No causal relationship is found between parental leave situations and leaving the Company.</p>	✓	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.	✓	4	8
Material aspect: Occupational Health and Safety (403)²					
103-1	Explanation of the material theme	<p>• IR 2019¹: 1.2 Value creation model; 1.3 Addressing materiality 5.3. Be responsible - Protecting people and assets.</p> <p>Galp's material themes were identified based on the work described in Disclosure 102-47. The "Occupational Health and Safety" theme is connected to the themes "Safety" and "Health", deemed material themes (see materiality matrix). Impacts may occur both in operations and in the value chain.</p>	✓	-	-
103-2	Form of management and its components	<p>• IR 2019¹: 5.3 Be responsible - Protecting people and assets.</p> <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 security 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.</p> <p>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 2019¹: 5.3 Be responsible - Protecting people and assets. <p>This information is described in the Environment Serie, Material aspect: Materials (301), 103-3</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 2019¹: 5.3 Be responsible - Develop a conscious business - Protecting people and assets • Detailed information on: HR Annex, of this document. 	✓	-	3; 8
403-3	Employees with high incidence and high risk of diseases related to their occupation.	<p>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"> • IR 2019¹: 5.2 Our Purpose; 5.3 Be responsible - Develop a conscious business - Protecting people and assets • 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	<ul style="list-style-type: none"> • Galp Website – health and safety topics covered in formal agreements with trade unions: https://www.Galp.com/corp/Portals/0/Recursos/Sustentabilidade/Shared/Recursos/Documents/topico-saude-e-seguranca.pdf 	✓	-	8
Material aspect: Training and education (404)²					
103-1	Explanation of the material theme.	<ul style="list-style-type: none"> • IR 2019¹: 1.2 Value creation model; 1.3 Addressing materiality 5.3. Be responsible – Our people <p>The identification of Galp’s material themes was based on the work described in Disclosure 102-47. The topic "Training and education" is related to the themes "Attraction and retention of skilled individuals" and "Development of human capital", which are considered to be material themes (see materiality matrix). 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 2019¹: 5.3. Be responsible – Our people <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:</p>	✓	-	-

<https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital/performance-management>

103-3	Evaluation of the form of management	<ul style="list-style-type: none"> • IR 2019¹: 5.3. Be responsible – Our people <p>This information is described in the Economic Serie, Material aspect: Anticorruption (205), 103-3.</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 2019¹: 5.2 Our Purpose; 5.3 Be responsible – Place People at the centre with a common purpose – We create growth opportunities • Detailed information in: HR Annex <table border="1"> <tr><td>Training hours</td><td>201,854</td></tr> <tr><td>Executive/Top Management</td><td>2,115</td></tr> <tr><td>Male</td><td>1,862</td></tr> <tr><td>Female</td><td>253</td></tr> <tr><td>Middle/General management</td><td>11,237</td></tr> <tr><td>Male</td><td>8,388</td></tr> <tr><td>Female</td><td>2,849</td></tr> <tr><td>First-line Management/Supervisor</td><td>24,413</td></tr> <tr><td>Male</td><td>13,764</td></tr> <tr><td>Female</td><td>10,650</td></tr> <tr><td>Specialists</td><td>83,978</td></tr> <tr><td>Male</td><td>50,745</td></tr> <tr><td>Female</td><td>33,232</td></tr> <tr><td>Others</td><td>80,112</td></tr> <tr><td>Male</td><td>51,039</td></tr> <tr><td>Female</td><td>29,072</td></tr> <tr><td>Gender</td><td>201,854</td></tr> <tr><td>Male</td><td>125,798</td></tr> <tr><td>Female</td><td>76,056</td></tr> <tr><td>Training per employee (h/employee)</td><td>31.1</td></tr> <tr><td>Male</td><td>33.7</td></tr> <tr><td>Female</td><td>27.5</td></tr> <tr><td>Top Management</td><td>44.1</td></tr> <tr><td>Middle/general management</td><td>62.4</td></tr> <tr><td>First line management/supervisor</td><td>54.1</td></tr> <tr><td>Specialists</td><td>44.7</td></tr> <tr><td>Others</td><td>20.9</td></tr> </table>	Training hours	201,854	Executive/Top Management	2,115	Male	1,862	Female	253	Middle/General management	11,237	Male	8,388	Female	2,849	First-line Management/Supervisor	24,413	Male	13,764	Female	10,650	Specialists	83,978	Male	50,745	Female	33,232	Others	80,112	Male	51,039	Female	29,072	Gender	201,854	Male	125,798	Female	76,056	Training per employee (h/employee)	31.1	Male	33.7	Female	27.5	Top Management	44.1	Middle/general management	62.4	First line management/supervisor	54.1	Specialists	44.7	Others	20.9	✓	-	4; 5; 8
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Others	20.9																																																										
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 2019¹: 5.3 Be responsible - Place People at the centre with a common purpose - We create growth opportunities • Galp Website – Talent management and development: https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital/talent-management 	✓	-	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 2019¹: 5.3 Be responsible - Place People at the centre with a common purpose - We create growth opportunities <p><u>Performance evaluation:</u></p> <table border="1"> <tr><td>Performance evaluation:</td><td>97%</td></tr> <tr><td>Executive/Top Management</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>100%</td></tr> <tr><td>Specialists</td><td></td></tr> <tr><td>Male</td><td>98%</td></tr> <tr><td>Female</td><td>99%</td></tr> <tr><td>Others</td><td></td></tr> <tr><td>Male</td><td>94%</td></tr> <tr><td>Female</td><td>98%</td></tr> </table>	Performance evaluation:	97%	Executive/Top Management		Male	100%	Female	100%	Middle/General Management		Male	100%	Female	100%	First-line Management/Supervisor		Male	100%	Female	100%	Specialists		Male	98%	Female	99%	Others		Male	94%	Female	98%	✓	6	5; 8																						
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360° Feedback:

	Group	Group (excluding Gestes ¹)
	(#/%)	(#/%)
Total	887/13.9%	885/26.1%
Executive/Top Management	47/97.9%	47/97.9%
Middle/General Management	179/99.4%	179/99.4%
First Line Management/Supervisor	436/96.7%	435/96.7%
Subtotal	662/97.5%	661/97.49%
Specialist Groups	218/11.6%	217/13.6%
Other Employees	7/0.2%	7/0.6%

¹Employees of the filling stations

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 2019¹: 5.3 Be responsible - Place People at the centre with a common purpose Detailed information in: HR Annex 	✓	-	5; 8
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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 2019¹: 5.3 Be responsible - Place People at the centre with a common purpose <p>Remuneration:</p> <table border="1"> <thead> <tr> <th colspan="2">BASIC ANNUAL SALARY</th> </tr> </thead> <tbody> <tr> <td>Average BAS Ratio - Executive Staff</td> <td>0.92</td> </tr> <tr> <td>Male</td> <td>166,963</td> </tr> <tr> <td>Female</td> <td>153,484</td> </tr> <tr> <td>Average BAS Ratio - Management Staff</td> <td>0.86</td> </tr> <tr> <td>Male</td> <td>69,084</td> </tr> <tr> <td>Female</td> <td>59,258</td> </tr> <tr> <td>RAverage BAS Ratio – Specialist Groups and Other Employees</td> <td>0.86</td> </tr> <tr> <td>Male</td> <td>23,770</td> </tr> <tr> <td>Female</td> <td>20,545</td> </tr> <tr> <th colspan="2">ANNUAL TOTAL REMUNERATION</th> </tr> <tr> <td>Average BAS Ratio - Executive Staff</td> <td>0.92</td> </tr> <tr> <td>Male</td> <td>205,861</td> </tr> <tr> <td>Female</td> <td>189,198</td> </tr> <tr> <td>Average BAS Ratio - Management Staff</td> <td>0.89</td> </tr> <tr> <td>Male</td> <td>86,567</td> </tr> <tr> <td>Female</td> <td>77,060</td> </tr> <tr> <td>Average BAS Ratio - Specialist Groups and Other Employees</td> <td>0.87</td> </tr> <tr> <td>Male</td> <td>26,190</td> </tr> <tr> <td>Female</td> <td>22,746</td> </tr> </tbody> </table>	BASIC ANNUAL SALARY		Average BAS Ratio - Executive Staff	0.92	Male	166,963	Female	153,484	Average BAS Ratio - Management Staff	0.86	Male	69,084	Female	59,258	RAverage BAS Ratio – Specialist Groups and Other Employees	0.86	Male	23,770	Female	20,545	ANNUAL TOTAL REMUNERATION		Average BAS Ratio - Executive Staff	0.92	Male	205,861	Female	189,198	Average BAS Ratio - Management Staff	0.89	Male	86,567	Female	77,060	Average BAS Ratio - Specialist Groups and Other Employees	0.87	Male	26,190	Female	22,746	✓	6	5; 8; 10
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Aspect: No-discrimination (406)

406-1	Total number of discrimination cases and corrective measures taken.	<p>1 cases were identified via OpenTalk.</p> <p>In accordance with our Code of Ethics and Conduct, 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> <ul style="list-style-type: none"> IR 2019¹: 5.3 Be responsible – Raising a conscious business 	✓	6	5; 8; 10
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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.	<ul style="list-style-type: none"> 0 (zero) cases. Galp had no record of this type of situation in 2019. • IR 2019¹: 5.3 Be responsible – Raising a conscious business 	✓	3	8
Aspect: Child labour (408)					
408-1	Operations and suppliers identified to be at risk through the occurrence of child labour cases.	<ul style="list-style-type: none"> 0 (zero) cases. Galp had no record of this type of situation in 2019. • IR 2019¹: 5.3 Be responsible – Raising a conscious business 	✓	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 slavelike labour.	<ul style="list-style-type: none"> 0 (zero) cases. Galp had no record of this type of situation in 2019. • IR 2019¹: 5.3 Be responsible – Raising a conscious business 	✓	4	8
Material aspect: Security practices (410) ²					
103-1	Explanation of the material topic	<ul style="list-style-type: none"> • IR 2019¹: 1.2 Value creation model; 1.3 Addressing materiality 5.3. Be responsible - Protecting people and assets. <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 "Security", considered to be a material topic (see materiality matrix). 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 2019¹: 5.3 Be responsible - Protecting people and assets. <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>"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" 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 2019¹: 5.3 Be responsible - Protecting people and assets. <p>This information is described in the Economic Serie, Material aspect: Anticorruption (205), 103-3.</p>	✓	-	-

410-1	Percentage of security personnel who was trained in the organisation's human rights policies or procedures that are relevant to operations	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.	✓	1	16
Aspect: Rights of indigenous people					
411-1	Total number of indigenous and traditional peoples' rights violation cases and measures taken in this regard.	0 (zero) cases identified. Galp had no record of this type of situation in 2019.	✓	1	2
OG9	Operations where indigenous communities are present or are affected by the company's activities and specific ongoing strategies.	<p>0 (zero) cases identified. Galp had no record of this type of situation in 2019.</p> <ul style="list-style-type: none"> • IR 2019¹: 5.2 Our Purpose; 5.3 Be responsible • 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 • Galp Website - Health, safety, social and environmental specific requirements in Projects: https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/Galp_HSSE%20Specific%20Requirements%20in%20Projects_Standard_Summary_1.pdf <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>	✓	-	-
Aspect: Human rights assessment (412)					
412-1	Operations subject to human rights analyses or assessments of human rights-related impacts.	<ul style="list-style-type: none"> • IR 2019¹: 5.2 Our Purpose; 5.3 Be responsible - Raising a conscious business • Galp Website – Human Rights: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/human-rights • Galp Website - Health, safety, social and environmental specific requirements in Projects: https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/Galp_HSSE%20Specific%20Requirements%20in%20Projects_Standard_Summary_1.pdf <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 2019, it carried out a specific audit of human rights at its operations in Brazil, where appropriate measures have been taken to minimize and/or mitigate the impacts identified in the respective report.</p>	✓	1	-
412-2	Training in human rights procedures and policies.	<p>In 2019 was carried out the "Training in the voluntary Principles on Security and Human Rights", as well as training sessions about "Corporate Social Responsibility", "Essential Principles of Sustainability" and other actions in which the subject of Human Rights is addressed directly or indirectly.</p> <ul style="list-style-type: none"> • IR 2019¹: 5.2 Our Purpose; 5.3 Be responsible - Raising a conscious business • Galp Website –Human Rights: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/human-rights 	✓	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.	Galp has 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. See Environmental Series, Material aspect: Supplier Environmental Assessment (308), 103-2	✓	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 2019: 5.2 Our Purpose; 5.3 Be responsible - Place People at the centre with a common purpose – Our Communities • Galp Website - Engagement with the community: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/engagement-with-the-community 	✓	1	-
413-2	Operations with real and potential significant negative impacts on local communities.	<ul style="list-style-type: none"> • IR 2019: 5.2 Our Purpose; 5.3 Be responsible - Place People at the centre with a common purpose – Our Communities • Galp Website - Engagement with the community: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/engagement-with-the-community Galp Website - EIAS: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/hse-strategy/our-culture-and-management-systems <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 involvement, identification of secondary and cumulative impacts, and identification of alternatives, among others.</p>	✓	1	1; 2
OG10	Number and description of significant conflicts with local communities and indigenous peoples.	0 (zero) cases identified. Galp had no record of this type of situation in 2019.	✓	-	-
OG11	Number of facilities that have been dismantled and/or are being dismantled	<p>0 (zero) cases identified. Galp had no record of this type of situation in 2019.</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> <ul style="list-style-type: none"> • Galp Website - Health, safety, social and environmental specific requirements in Projects: https://www.galp.com/corp/Portals/O/Recursos/Sustentabilidade/SharedResources/Documents/Galp_HSE%20Specific%20Requirements%20in%20Projects_Standard_Summary_1.pdf 	✓	-	-
Material aspect: Supplier social assessment (414)²					
103-1	Explanation of the material topic.	<ul style="list-style-type: none"> • IR 2019: 1.2 Value creation model; 1.3 Addressing materiality 5.3. Be responsible - Together with our suppliers. <p>The identification of Galp's material topics was based on the work described in Disclosure 102-47. The topic "Supplier Social assessment" is related to the topic "Sustainable supply chain management", considered to be a material</p>	✓	1	-

		topic (see materiality matrix). 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 2019¹: 5.3. Be responsible - Together with our suppliers. • 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 	✓	1	1; 2
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • IR 2019¹: 5.3. Be responsible - Together with our suppliers. This information is described in the Economic Serie, Material aspect: Anticorruption (205), 103-3.	✓	-	-
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.	✓	-	-
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 15. <ul style="list-style-type: none"> • IR 2019¹: 5.3 Be responsible – Raising a conscious business - Together with our suppliers • Galp Website - Sustainable management in the supply chain: https://www.galp.com/corp/en/sustainability/our-commitments/engaging-with-stakeholders/engaging-with-suppliers-and-partners/sustainable-management-in-the-supply-chain 	✓	1	-
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.	0 (zero) cases identified. Galp had no record of this type of situation in 2019.	✓	-	-
Material aspect: Asset integrity and process safety²					
103-1	Explanation of the material topic	<ul style="list-style-type: none"> • IR 2019¹: 1.2 Value creation model; 1.3 Addressing materiality 5.3. Be responsible - Protecting people and assets 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 "Security", considered to be a material topic (see materiality matrix). 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 2019¹: 5.3 Be responsible - Protecting people and assets This information is described in the Social Serie, Material aspect: Occupational Health and Safety (403), 103-2 We monitor and analyse the process safety events that occurred at our downstream and upstream facilities. Our aim is to continue to improve our performance with regard to process safety, having the CONCAWE benchmark and IOGP as references. 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 2019¹: 5.3 Be responsible - Protecting people and assets This information is described in the Environmental Serie, Material aspect: Materials (301), 103-3	✓	-	-

		• IR 2019 ¹ : 5.3 Be responsible - Raising a conscious business - Process safety performance															
		<table border="1"> <tr> <td colspan="2">Tier 1</td> </tr> <tr> <td>Process safety events</td> <td>3</td> </tr> <tr> <td>Process safety events rate</td> <td>0.10</td> </tr> <tr> <td colspan="2">Tier 2</td> </tr> <tr> <td>Process safety events</td> <td>5</td> </tr> <tr> <td>Process safety events rate</td> <td>0.17</td> </tr> </table>	Tier 1		Process safety events	3	Process safety events rate	0.10	Tier 2		Process safety events	5	Process safety events rate	0.17	✓	-	-
Tier 1																	
Process safety events	3																
Process safety events rate	0.10																
Tier 2																	
Process safety events	5																
Process safety events rate	0.17																
OG13	Number of security events in the process, per activity type.	<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)²																	
103-1	Explanation of the material topic	<p>• IR 2019¹: 1.2 Value creation model; 1.3 Addressing materiality 5.3. Be responsible - Protecting people and assets.</p> <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 "Security", considered to be a material topic (see materiality matrix). The impacts may occur both in operations and in the value chain.</p>	✓	-	-												
103-2	Management approach and its components	<p>IR 2019¹: 5.3. Be responsible - Protecting people and assets.</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	<p>• IR 2019¹: 5.3. Be responsible - Protecting people and assets.</p> <p>This information is described in the Environmental Serie, Material aspect: Materials (301), 103-3</p>	✓	-	-												
416-1	Evaluation of products and services that are significant in terms of their impact on health and safety.	<p>We continuously manage safety regarding the products we produce, use and market, taking into account their hazards and safe handling.</p> <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> <p>• Galp Website – Product safety: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/safety/product-safety</p>	✓	-	-												
416-2	Total number of nonconformities with regulations and voluntary codes related to impacts on health and safety caused by products and services	0 (zero) cases identified. Galp had no record of this type of situation in 2019.	✓	-	16												

Aspect: Marketing and labelling (417)					
417-1	Information on products and services related to the labelling information of products and services.	<ul style="list-style-type: none"> Galp website - Product safety: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/safety/product-safety Galp 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.	0 (zero) cases identified. Galp had no record of this type of situation in 2019.	✓	-	16
417-3	Non-conformities regarding marketing communications.	0 (zero) cases identified. Galp had no record of this type of situation in 2019.	✓	-	-
Aspect: Customer privacy (418)					
418-1	Complaints regarding violation of privacy and loss of customer data.	0 (zero) cases identified. Galp had no record of this type of situation in 2019. 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	✓	-	-
Material aspect: Socioeconomic compliance (419) ²					
103-1	Explanation of the material topic	<ul style="list-style-type: none"> IR 2019¹: 1.2 Value creation model; 1.3 Addressing materiality 5.3. Be responsible. 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 "Business Ethics", considered to be material topics (see materiality matrix). The impacts may occur both in operations and in the value chain.	✓	-	-
103-2	Management approach and its components	• IR 2019 ¹ : 6. Corporate governance – Part I: Item 51.	✓	-	-
103-3	Evaluation of the management approach	This information is described in the Economic Series, Material aspect: Anti-corruption (205), 103-3.	✓	-	-
419-1	Non-conformities with laws and regulations in the socioeconomic area.	0 (zero) cases identified. Galp had no record of this type of situation in 2019.	✓	-	16

¹ Integrated Management Report Galp 2019.

² Material aspects.

Note: In 2019 there were no omissions.

HR Annex

GRI 102-8: Employee Information

	2019
Total employees	6,386
Gender	
Male	3,650
Female	2,736
Age Distribution	
<30 years	648
30-50 years	4,178
>50 years	1,560
Distribution by business segment	
E&P	218
G&P	174
R&M	5,324
Others	670
Type of contract	
Fixed-term contract	544
Gestes ¹	420
Non-gestes ¹	124
Indefinite duration contract	290
Gestes ¹	216
Non-gestes ¹	74
Permanent contract	5,552
Gestes ¹	2,353
Non-gestes ¹	3,199
Type of working hours	
<i>Part-time</i>	176
Male	58
Female	118
<i>Full-time</i>	6,210
Male	3,592
Female	2,618
By region and gender	
Spain	2,245
Male	956
Female	1,289
Brazil	74
Male	44
Female	30
Portugal	3,516
Male	2,213
Female	1,303
Africa	534
Male	428
Female	106

Rest of the world	16
Male	8
Female	8
Average seniority in service	13.24
Female	12.41
Male	13.86
Average permanent employee	6,498
Female	2,768
Male	3,730

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

Entries and New hires rate

	2019
Entries with Gestes¹	674
<30 years	284
Female	128
Africa	6
Brazil	0
Spain	54
Portugal	68
Other countries	0
Male	156
Africa	7
Brazil	0
Spain	47
Portugal	102
Other countries	0
30-50 years	351
Female	186
Africa	0
Brazil	2
Spain	118
Portugal	66
Other countries	0
Male	165
Africa	23
Brazil	3
Spain	65
Portugal	74
Other countries	0
>50 years	39
Female	22
Africa	0
Brazil	0
Spain	17

Portugal	4
Other countries	1
Male	17
Africa	1
Brazil	1
Spain	11
Portugal	4
Other countries	0
Entries without Gestes¹	190
<30 years	81
Female	30
Africa	5
Brazil	0
Spain	4
Portugal	21
Other countries	0
Male	51
Africa	6
Brazil	0
Spain	3
Portugal	42
Other countries	0
30-50 years	102
Female	25
Africa	0
Brazil	2
Spain	8
Portugal	15
Other countries	0
Male	77
Africa	21
Brazil	3
Spain	16
Portugal	37
Other countries	0
>50 years	7
Female	2
Africa	0
Brazil	0
Spain	1
Portugal	0
Other countries	1
Male	5
Africa	1
Brazil	1
Spain	0
Portugal	3

Other countries	0
New hires rate (with Gestes¹)	10.37%
<30 years	44%
Female	44%
Africa	40%
Brazil	0%
Spain	50%
Portugal	41%
Other countries	0%
Male	44%
Africa	28%
Brazil	0%
Spain	47%
Portugal	44%
Other countries	0%
30-50 years	8%
Female	10%
Africa	0%
Brazil	8%
Spain	13%
Portugal	0%
Other countries	0%
Male	7%
Africa	8%
Brazil	8%
Spain	11%
Portugal	5%
Other countries	0%
>50 years	2%
Female	3%
Africa	0%
Brazil	0%
Spain	6%
Portugal	1%
Other countries	50%
Male	2%
Africa	1%
Brazil	17%
Spain	4%
Portugal	1%
Other countries	0%

Departures and Turnover rate

	2019
Departures (with Gestes¹)	648
<30 years	166
Female	70
Africa	0
Brazil	0
Spain	36
Portugal	34
Other countries	0
Male	96
Africa	3
Brazil	0
Spain	35
Portugal	58
Other countries	0
30-50 years	334
Female	157
Africa	2
Brazil	4
Spain	102
Portugal	49
Other countries	0
Male	177
Africa	26
Brazil	6
Spain	75
Portugal	70
Other countries	0
>50 years	148
Female	42
Africa	5
Brazil	1
Spain	15
Portugal	21
Other countries	0
Male	106
Africa	15
Brazil	0
Spain	41
Portugal	50
Other countries	0
Departures (without Gestes¹)	188
<30 years	23
Female	11
Africa	0
Brazil	0

Spain	2
Portugal	9
Other countries	0
Male	12
Africa	2
Brazil	0
Spain	0
Portugal	10
Other countries	0
30-50 years	80
Female	25
Africa	2
Brazil	4
Spain	9
Portugal	10
Other countries	0
Male	55
Africa	17
Brazil	6
Spain	12
Portugal	20
Other countries	0
>50 years	85
Female	20
Africa	4
Brazil	1
Spain	2
Portugal	13
Other countries	0
Male	65
Africa	14
Brazil	0
Spain	5
Portugal	46
Other countries	0
Turnover rate	1.75%
Region	
Africa	0.18%
Brazil	4.05%
Spain	2.26%
Portugal	1.63%
Other countries	0%
Gender	
Male	1.69%
Female	1.84%
Age and Region	
<30 years	5%

Africa	2%
Brazil	0%
Spain	8%
Portugal	3%
Other countries	0%
30-50 years	2%
Africa	0%
Brazil	5%
Spain	2%
Portugal	2%
Other countries	0%
>50 years	0%
Africa	0%
Brazil	0%
Spain	0%
Portugal	1%
Other countries	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

Fatalities, Work accidents e occupational diseases

	2019
Fatalities	0
Female	0
Male	0
Lost-time injuries (excludes itinere) – Galp employees	19
Female	6
Male	13
Geography	
South America	0
Africa	2
Europe	17
Business Segment	
E&P	0
R&M	18
G&P	0
Others	1
Lost-time injuries (excludes itinere) – Contractors	13
Female	1
Male	12
Geography	

South America	0
Africa	2
Europe	11
Business Segment	
E&P	0
R&M	10
G&P	0
Others	3
Lost-time injuries (excludes itinere) - Total	32
Female	7
Male	25
Geography	
South America	0
Africa	4
Europe	28
Business Segment	
E&P	0
R&M	28
G&P	0
Others	4
Occupational diseases	2
Female	2
Male	0

LTIF – Lost- Time Injuries Frequency, TRIR – Total Recordable Injuries Rate and Incidents per classes

	2019
LTIF – Galp employees	1.5
Female	1.2
Male	1.8
Geography	
South America	0
Africa	1.7
Europe	1.6
Business Segment	
E&P	0
R&M	1.7
G&P	0
Others	1.0
LTIF - Contractors	0.8
Female	0.9
Male	0.8
Geography	

South America	0
Africa	0.4
Europe	1.0
Business Segment	
E&P	0
R&M	0.9
G&P	0
Others	0.6
LTIF Total (Galp employees + Contractors)	1.1
Female	1.2
Male	1.1
Geography	
South America	0
Africa	0.7
Europe	1.3
Business Segment	
E&P	0
R&M	1.3
G&P	0
Others	0.7
TRIR – Galp employees	1.9
Female	1.2
Male	2.3
TRIR - Contractors	1.6
Female	0.9
Male	1.7
TRIR Total (Galp employees + Contractors)	1.7
Female	1.2
Male	1.9
Incidents per classes	903
Class 0	614
Class 1	232
Class 2	24
Class 3	32
Class 4	1

Hours worked and Absenteeism

	2019
Hours worked- Galp employees	12,262,139
Female	4,848,973
Male	7,413,167
Geography	
South America	449,170
Africa	1,166,580
Europe	10,646,389
Business Segment	
E&P	449,170
R&M	10,468,290
G&P	299,767
Others	1,044,913
Hours worked - Contractors	16,458,592
Female	1,153,296
Male	15,305,297
Geography	
South America	96,396
Africa	4,870,770
Europe	11,491,427
Business Segment	
E&P	96,396
R&M	11,173,385
G&P	462,390
Others	4,726,421
Hours worked - Total (Galp employees + Contractors)	28,720,732
Female	6,002,268
Male	22,718,463
Geography	28,720,732
South America	545,566
Africa	6,037,350
Europe	22,137,816
Business Segment	28,720,732
E&P	545,566
R&M	21,641,675
G&P	762,157
Others	5,771,334
Absence days – absenteeism	69,616
Male	31,731
Africa	1,846
Brazil	74

Spain	10,099
Portugal	19,712
Female	37,885
Africa	582
Brazil	126
Spain	20,741
Portugal	16,473
Absenteeism rate	4.43%
Africa	1.84%
Brazil	1.12%
Spain	5.54%
Portugal	4.19%
Male	3.52%
Africa	1.7%
Brazil	0.7%
Spain	4.23%
Portugal	3.62%
Female	5.66%
Africa	2.3%
Brazil	1.74%
Spain	6.53%
Portugal	5.17%

GRI 404-1: Other training indicators

	2019
Total investment in training (€)	3,005,514
Total investment in training/Employee (€/employee)	470.6
Training per area (hours)	201,854
Training per area (%)	100%
Technical (hours)	39,535
Technical (%)	19.6%
Behavioral and leadership (hours)	36,281
Behavioral and leadership (%)	18.0%
HR (hours)	1,571
HR (%)	0.8%
Languages (hours)	31,449
Languages (%)	15.6%
EQS (hours)	42,223
EQS (%)	20.9%
General management (hours)	13,437
General management (%)	6.7%
Accounting and finance (hours)	4,570

Accounting and finance (%)	2.3%
Commercial marketing management (hours)	8,402
Commercial marketing management (%)	4.2%
IT Systems (hours)	8,553
IT Systems (%)	4.2%
Legal (hours)	932
Legal (%)	0.5%
Provision & Logistics (hours)	978
Provision & Logistics (%)	0.5%
Administrative and secretarial (hours)	200
Administrative and secretarial (%)	0.1%

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

	2019
Executive/Top Management	48
Male	41
Female	7
<30 years	0
30-50 years	25
>50 years	23
Portuguese	36
Other Nationalities	12
Middle/General Management	180
Male	139
Female	41
<30 years	0
30-50 years	90
>50 years	90
Portuguese	158
Other Nationalities	22
First Line Management/Supervisor	451
Male	286
Female	165
<30 years	1
30-50 years	277
>50 years	173
Portuguese	381
Other Nationalities	70
Specialists	1,878
Male	1,153
Female	725
<30 years	196
30-50 years	1,219

>50 years	463
Portuguese	1,271
Other Nationalities	607
Others	3,829
Male	2,031
Female	1,798
<30 years	451
30-50 years	2,567
>50 years	811
Portuguese	1,640
Other Nationalities	2,189
No. employees per nationalities	
Brazilian	79
Cape Verdean	277
Spanish	2,080
Gambian	0
Guinean	115
Mozambican	106
Portuguese	3,486
Others	243
Total no. of nationalities	51
Disability above 60%	
Total	79
Female	30
Male	49

¹ Employees of the filling stations.



Independent Assurance Report

(Free translation from the original in Portuguese)

To the Board of Directors

Introduction

We were engaged by the Board of Directors of Galp Energia, SGPS, S.A. (“Galp” or “Company”) to perform a reasonable assurance engagement on the indicator identified below in the section “Responsibilities of the auditor” and a limited assurance engagement on the non-financial sustainability information also identified in that section, which integrate the sustainability information included in the Report “Galp - Non-financial information 2019”, for the year ended in December 31, 2019, prepared by the Company for the purpose of communicating its annual sustainability performance and demonstrating its alignment with the recommendations of the Task Force on Climate Financial Disclosures, the United Nations Global Compact principles (Communication on Progress) and the United Nations Sustainable Development Goals.

Responsibilities of the Board of Directors

It is the responsibility of the Board of Directors to prepare the sustainability information identified below in the section “Responsibilities of the auditor”, included in the Report “Galp - Non-financial information 2019”, in accordance with the sustainability reporting guidelines “Global Reporting Initiative” version GRI Standards and with the instructions and criteria disclosed in the Report “Galp - Non-financial information 2019”, and the maintenance of an appropriate system of internal control to enable the adequately preparation of the mentioned information.

Responsibilities of the auditor

Our responsibility is to issue an assurance report, which is professional and independent, based on the procedures performed and specified in the paragraph below.

Our work was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) “Assurance engagements other than audits or reviews of historical financial information”, issued by the International Auditing and Assurance Standards Board of the International Federation of Accountants and we have fulfilled other technical standards and recommendations issued by the Institute of Statutory Auditors. These standards require that we plan and perform our work to obtain:

- a) reasonable assurance on whether Galp’s Carbon Footprint 2019 (scopes 1 and 2); and
 - b) limited assurance on whether the remaining sustainability information 2019 (GRI indicators),
- is free from material misstatement.

Our limited assurance engagement also consisted in carrying out procedures with the objective of obtaining a limited level of assurance as to whether the Company applied, in the sustainability

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information included in the Report "Galp - Non-financial information 2019", the GRI Standards guidelines.

For this purpose the above mentioned work included:

- (i) Inquiries to management and senior officials responsible for areas under analysis, with the purpose of understanding how the information system is structured and their awareness of issues included in the report;
- (ii) Identification of the existence of internal management procedures leading to the implementation of economic, environmental and social policies;
- (iii) Testing, on a sampling basis, the efficiency of processes and systems in place for collection, consolidation, validation and reporting of the performance information previously mentioned, through calculations and validation of reported data;
- (iv) Confirmation that operational units follow the instructions on collection, consolidation, validation and reporting of performance information;
- (v) Execution of substantive procedures, on a sampling basis, in order to collect evidence of the reported information;
- (vi) Comparison of financial and economic data included in the sustainability information with the data audited by the external financial auditor, in the scope of the audit of Galp's financial statements for the year ended in December 31, 2019;
- (vii) Analysis of the process for defining the materiality of the sustainability issues, based on the materiality principle of GRI Standards, according to methodology described by the Company in the Report;
- (viii) Verification that the sustainability information included in the Report complies with the requirements of GRI Standards.

In addition, for the purpose of reasonable assurance work, we performed analytical and substantive tests, and based on defined materiality criteria we have verified the adequate application of reporting criteria defined by Company in the Carbon Footprint 2019 calculation, disclosed in the Report "Galp - Non-financial information 2019".

In the limited assurance work, the procedures performed were more limited than those used in an engagement to obtain reasonable assurance and, therefore, less assurance was obtained than in a reasonable assurance engagement.

We believe that the procedures performed provide an acceptable basis for our conclusion.

Quality control and independence

We apply the International Standard on Quality Control 1 (ISQC1) and, accordingly, maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and of the ethics code of the Institute of Statutory Auditors.

Conclusion on the reasonable assurance work

Based on the work performed, it is our opinion that the Galp's Carbon Footprint 2019 (scopes 1 and 2), identified above in the section "Responsibilities of the auditor", included in the Report "Galp - Non-financial information 2019", for the year ended in December 31, 2019, was prepared, in all material respects, in accordance with GRI Standards requirements and with the instructions and criteria disclosed on it.

Conclusion on the limited assurance work

Based on the work performed, nothing has come to our attention that causes us to believe that the remaining sustainability information, identified above in the section "Responsibilities of the auditor", included in the Report "Galp - Non-financial information 2019", for the year ended in December 31, 2019, was not prepared, in all material respects, in accordance with GRI Standards requirements and with the instructions and criteria disclosed on it, and that Galp has not applied, in the sustainability information included in the Report "Galp - Non-financial information 2019", the GRI Standards, for the option "In accordance – Comprehensive".

Restriction on use

This report is issued solely for information and use of the Board of Directors of the Company for the purpose of communicating the annual sustainability performance in the Report "Galp - Non-financial information 2019" and should not be used for any other purpose. We will not assume any responsibility to third parties other than Galp by our work and the conclusions expressed in this report, which will be attached to the Company's "Galp - Non-financial information 2019" Report.

April 23, 2020

PricewaterhouseCoopers & Associados
- Sociedade de Revisores Oficiais de Contas, Lda.
represented by:

Ana Maria Ávila de Oliveira Lopes Bertão, R.O.C.

(This is a translation, not to be signed)