

Non-financial information

GRI Standards

2021

Galp – GRI Content Index 2021

Statement of use

Galp has reported the information cited in this GRI Content Index for the period of January 1st 2021 to December 31st 2021 with reference to the GRI Standards.

GRI used

GRI 1: Foundation 2021

Notes:

- IR 2021: Integrated Report 2021, available [here](#).
- No omissions were made in 2021.

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG																										
GRI 2: General Disclosures 2021																																
2-1	Organisational details	Galp Energia, SGPS, S.A. Rua Tomás da Fonseca – Torre A, 1600-209 Lisboa, Portugal • IR 2021: About the report; 1.2 Galp's presence; 1.6 Galp within the capital markets.	-	✓	-	-																										
2-2	Entities included in the organisation's sustainability reporting	IR 2021: About the report.	-	✓	-	-																										
2-3	Reporting period, frequency and contact point	Galp publishes its Integrated report yearly. This reporting period refers to January 1 st 2021 to December 31 st 2021. Information requests regarding sustainability should be sent to: sustentabilidade@galp.com .	-	✓	-	-																										
2-4	Restatements of information	Any changes in relation to the previous year and related to acquisitions, business nature or methods of indicators calculation are stated throughout the IR 2021 when applicable.	-	✓	-	-																										
2-5	External assurance	Independent assurance, according with the International Standard for Assurance Engagements (ISAE) 3000, was conducted by PwC Portugal (PricewaterhouseCoopers & Associados – Sociedade de Revisores Oficiais de Contas). The report is available at the end of this document.	-	✓	-	-																										
2-6	Activities, value chain and other business relationships	IR 2021: 1.2 Galp's presence; 1.3 Value creation model; 1.6 Galp within the capital markets; 3.2 Upstream; 3.3 Commercial; 3.4 Industrial and Energy Management; 3.5 Renewables and New Businesses; 5.6 Developing a conscious business.	-	✓	-	-																										
2-7	Employees	<u>No. of Employees</u> : Total 6152, Male 3441, Female 2711. <u>No. of Employees by contract type</u> : Open-ended (Total 5603, Male 3173, Female 2430), Fixed-term (Total 439, Male 199, Female 240), Uncertain Term (Total 110, Male 69, Female 41). <u>No. of Employees by working hours</u> : Full-time (Total 6057, Male 3408, Female 2649), Part-time (Total 95, Male 33, Female 62). More information at: • IR 2021: 5.4 People at the Centre • HR Annex, of this document • Galp's Website – Sustainability – Human Capital: https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital/our-human-capital	-	✓	6	8																										
2-8	Workers who are not employees	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. In 2021, there was a total of 2507 service providers across the Commercial, Industrial & Energy Management and Corporate businesses. <table border="1"> <thead> <tr> <th>Service providers by type of work performed</th> <th>2507</th> </tr> </thead> <tbody> <tr><td>Administrative</td><td>80</td></tr> <tr><td>Consultancy</td><td>108</td></tr> <tr><td>Project management</td><td>102</td></tr> <tr><td>Inspection</td><td>57</td></tr> <tr><td>Cleaning</td><td>91</td></tr> <tr><td>Logistics</td><td>55</td></tr> <tr><td>Medical services</td><td>18</td></tr> <tr><td>Catering</td><td>13</td></tr> <tr><td>Safety</td><td>22</td></tr> <tr><td>IT technical services</td><td>29</td></tr> <tr><td>Surveillance</td><td>99</td></tr> <tr><td>Technical assistance / Maintenance</td><td>1833</td></tr> </tbody> </table>	Service providers by type of work performed	2507	Administrative	80	Consultancy	108	Project management	102	Inspection	57	Cleaning	91	Logistics	55	Medical services	18	Catering	13	Safety	22	IT technical services	29	Surveillance	99	Technical assistance / Maintenance	1833	-	✓	-	-
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GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG
2-9	Governance structure and composition	<ul style="list-style-type: none"> IR 2021: 6. Corporate Governance, PART II - Corporate Governance Report - Part I: Item 21. Galp's Website - Sustainability Committee: https://www.galp.com/corp/en/corporate-governance/governing-model-and-bodies/committees/sustainability-committee CDP Climate Change 2021: C1. Governance: C1.1, C1.1a: https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/CDP/Galp%20Energia%20-%20Climate%20Change%202021.pdf 	-	✓	-	-
2-10	Nomination and selection of the highest governance body	<p>The Annual General Meeting is responsible for appointing and replacing members of the Board of Directors, including the Chairman. In the event of the absence or permanent impediment of any member of the Board of Directors, this body shall co-opt a member and submit its proposal for ratification to the next Annual General Meeting.</p> <p>For the purpose of replacing a director due to permanent absence, in accordance with Article 393 (1) of the CCC (Commercial Companies Code). The Articles of Association state that a director is considered to be permanently absent when, without justification accepted by the Board of Directors, he/she fails to attend three consecutive meetings or five non-consecutive meetings.</p> <p>In addition, Galp's Board of Directors has approved the Diversity Policy for the Management and Supervisory Bodies, by which Galp undertakes, in accordance with the powers of each body, efforts to promote diversity in its administrative and supervisory bodies, particularly with regard to the following criteria: age, gender, geographical origin, qualifications and professional experience.</p> <ul style="list-style-type: none"> Galp's Website – Corporate Governance: https://www.galp.com/corp/en/corporate-governance/governing-model-bodies 	-	✓	-	5; 16
2-11	Chair of the highest governance body	<ul style="list-style-type: none"> IR 2021: 6. Corporate Governance, PART II - Corporate Governance Report - Part I: Item 17; 18. Galp's Website – Corporate Governance: https://www.galp.com/corp/en/corporate-governance/governing-model-bodies 	-	✓	-	16
2-12	Role of the highest governance body in overseeing the management of impacts	<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.</p> <p>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's Website – Corporate Governance: https://www.galp.com/corp/en/corporate-governance/governing-model-bodies 	-	✓	-	-
2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> IR 2021: 6. Corporate Governance, PART II - Corporate Governance Report - Part I: Item 27. Galp Website - Sustainability Committee: https://www.galp.com/corp/en/corporate-governance/governing-model-and-bodies/committees/sustainability-committee 	-	✓	-	16
2-14	Role of the highest governance body in sustainability reporting	The Integrated Report is reviewed and approved annually by the Board of Directors.	-	✓	-	-

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG
2-15	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. 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, 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: https://www.galp.com/Portals/0/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: https://www.galp.com/corp/Portals/0/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
2-16	Communication of critical concerns	IR 2021: 6. Corporate Governance, PART II - Corporate Governance Report - Part I: item 29 (Ethics and Conduct Committee) and 49 (Means and policies for communicating irregularities occurring within the Company).	-	✓	-	-
2-17	Collective knowledge of the highest governance body	IR 2021: 6. Corporate Governance, PART II - Corporate Governance Report - Part I: item 19.	-	✓	-	4
2-18	Evaluation of the performance of the highest governance body	IR 2021: 6. Corporate Governance, PART II - Corporate Governance Report - Part I: item 24, 25, 69, 70 and 71.	-	✓	-	-
2-19	Remuneration policies	<ul style="list-style-type: none"> Remuneration Policy: https://www.galp.com/corp/Portals/0/TC/Politica%20de%20Remuneracoes%20(EN).pdf IR 2021: 6. Corporate Governance, PART II - Corporate Governance Report - Part I, Section D - Remuneration (I - Power to set remuneration- II - Remuneration Committee III - Remuneration structure IV – Remuneration disclosure; VI – Share and/or stock options plans). 	-	✓	-	-
2-20	Process to determine remuneration	<ul style="list-style-type: none"> IR 2021: 6. Corporate Governance, PART II - Corporate Governance Report - Part I, Section D - Remuneration (I - Power to set remuneration- II - Remuneration Committee III - Remuneration structure IV – Remuneration disclosure; VI – Share and/or stock options plans). 	-	✓	-	-
2-21	Annual total compensation ratio	CEO remuneration / Average Remuneration of employees: 44.30 CEO remuneration / Median Remuneration of employees: 66.16	-	✓	-	-
2-22	Statement on sustainable development strategy	IR 2021: Board of Directors' message	-	✓	-	-
2-23	Policy commitments	<p>Purchasing Policy: https://www.galp.com/corp/Portals/0/Recursos/Governo-Societario/SharedResources/Documentos/EN/Purchasing-Policy.pdf</p> <ul style="list-style-type: none"> Human Rights Policy: https://www.galp.com/corp/Portals/0/Recursos/Governo-Societario/SharedResources/Documentos/EN/human-rights-policy.pdf 	-	✓	-	-
2-24	Embedding policy commitments	<p>IR 2021: 5.6 Developing a conscious business</p> <ul style="list-style-type: none"> Galp's Website – Sustainability – 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 Galp's Website – Sustainability – Acting ethically and responsibly: https://www.galp.com/corp/en/sustainability/our-commitments/acting-ethically-and-responsibly Galp's Website – Human Rights: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/human-rights 	-	✓	-	-

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG										
2-25	Processes to remediate negative impacts	IR 2021: 6. Corporate Governance, PART II - Corporate Governance Report, B – Company Bodies and Committees II - Management and supervision, C- Internal organisation II - Communication of irregularities. <ul style="list-style-type: none"> For more detailed information, see Galp's website: - Communication of irregularities: https://www.galp.com/corp/en/corporate-governance/ethics-andconduct/reporting-of-irregularities 	-	✓	-	-										
2-26	Mechanisms for seeking advice and raising concerns	IR 2021: 6. Corporate Governance, PART II - Corporate Governance Report, B – Company Bodies and Committees II - Management and supervision, C- Internal organisation II - Communication of irregularities. <ul style="list-style-type: none"> 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: - Ethics: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/ethics Communication of irregularities: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/reporting-of-irregularities 	-	✓	-	16										
2-27	Compliance with laws and regulations	There was one conviction in 2021 regarding the quality of the service provided in the liberalized market (natural gas and electricity), which amounted to a fine of €376 thousand. This conviction was determined taking in consideration the complaints made and subsequent administrative proceedings initiated by ERSE. Note: Galp considers significant fines those over €100 thousand. Galp maintains a network with associations and industry partners for cooperating, sharing, understanding and developing knowledge. <ul style="list-style-type: none"> Galp's Website – Sustainability – Dialogue with stakeholders: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/dialogue-with-stakeholders Galp's Participation in Industry Associations – Climate Change: Galp carries out an analysis of the main associations in which it participates regarding their climate positioning. Report available at: https://www.galp.com/corp/en/sustainability/reporting/documents CDP Climate Change 2021: 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.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/CDP/Galp%20Energia%20-%20Climate%20Change%202021.pdf 	-	✓	-	-										
2-28	Membership associations	<ul style="list-style-type: none"> Galp's Website – Sustainability – Dialogue with stakeholders: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/dialogue-with-stakeholders 	-	✓	-	-										
2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> IR 2021: 1.4 Approach to materiality Galp's Website – Sustainability – Dialogue with stakeholders: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/dialogue-with-stakeholders <p>Customer satisfaction: Net Promoter Score (NPS)</p> <table border="1"> <thead> <tr> <th></th> <th>NPS</th> </tr> </thead> <tbody> <tr> <td>CRC Gas & Power</td> <td>43</td> </tr> <tr> <td>CRC Oil</td> <td>36</td> </tr> <tr> <td>Stations Portugal</td> <td>69</td> </tr> <tr> <td>Stations Spain</td> <td>74</td> </tr> </tbody> </table> <p>NPS formula: (Number of Promoters - Number of Detractors) / Number of responses x 100</p>		NPS	CRC Gas & Power	43	CRC Oil	36	Stations Portugal	69	Stations Spain	74	-	✓	-	16
	NPS															
CRC Gas & Power	43															
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Stations Spain	74															
2-30	Collective bargaining agreements	No. of employees covered by Collective Bargaining Agreements: 4,663. Percentage of employees in relation to the total: 76%.	-	✓	1; 3	8										

GRI 3: Material Topics 2021

3-1	Process to determine material topics	IR 2021: 1.4 Approach to materiality	-	✓	-	-
3-2	List of material topics	IR 2021: 1.4 Approach to materiality	-	✓	-	-

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG																								
GRI 200: Economic Series																														
Aspect: Economic Performance 2016																														
201-1	Direct economic value generated and distributed	Direct economic value generated (€ million): 18,435 Distributed direct economic value (€ million): 18,236.6 Direct economic value retained (€ million): 198 • Galp's Website – Shared value creation: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/creating-shared-value	11-14; 11-21	✓	-	2; 5; 7; 8; 9																								
201-2	Financial implications, risks and opportunities due to climate change	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 Galp's "CDP Climate Change 2021" response. • IR 2021: 2.3. How we manage risk, 3.2 Upstream, 5.3 Approach to climate change, 6. Corporate Governance - Part I: Information on the company's shareholding structure, organisation and governance, C. Internal organisation, III - Internal control and risk management. • CDP Climate Change 2021: 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.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/CDP/Galp%20Energia%20-%20Climate%20Change%202021.pdf • Capital Markets Day 2021: https://www.galp.com/corp/Portals/0/Recursos/Investidores/Shar edResources/Apresentacoes/EN/2021/CMD2021_vf_.pdf	11-2	✓	-	13																								
201-3	Benefit plan obligations and other retirement plans	IR 2021: PART III Consolidated financial statements, 17. Retirement benefit obligations	-	✓	-	-																								
201-4	Financial assistance received from government	Galp does not receive payments from the government. Note: Indicator partially reported	11-21	✓	-	-																								
Aspect: Market Presence 2016																														
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<table border="1"> <thead> <tr> <th></th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>Portugal</td> <td>1.03</td> <td>1.01</td> </tr> <tr> <td>Spain</td> <td>1.00</td> <td>1.07</td> </tr> <tr> <td>Brazil</td> <td>3.45</td> <td>2.64</td> </tr> <tr> <td>Cape Verde</td> <td>1.04</td> <td>1.01</td> </tr> <tr> <td>Guinea Bissau</td> <td>1.07</td> <td>1.07</td> </tr> <tr> <td>Angola</td> <td>5.67</td> <td>4.80</td> </tr> <tr> <td>Mozambique</td> <td>1.74</td> <td>1.68</td> </tr> </tbody> </table>		Female	Male	Portugal	1.03	1.01	Spain	1.00	1.07	Brazil	3.45	2.64	Cape Verde	1.04	1.01	Guinea Bissau	1.07	1.07	Angola	5.67	4.80	Mozambique	1.74	1.68	-	✓	-	-
	Female	Male																												
Portugal	1.03	1.01																												
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Angola	5.67	4.80																												
Mozambique	1.74	1.68																												
202-2	Proportion of senior Management contracted from the local community	Employees hired locally: 99%; Portuguese: 1%. Proportion of local hiring in relation to total: Portugal: 95%; Spain: 97%; Brazil: 64%; Africa: 81%. Operations in the above-identified countries are understood to be local operations. 'Senior management' means executive, middle and first-line managers. More information at: • IR 2021: 5.4 People at the Centre	11-11; 11-14	✓	6	8																								
Aspect: Indirect Economic Impacts 2016																														
203-1	Development and impact of investments in infrastructures and services provided	• IR 2021: 1.3 Value creation model; 5.2 Transformation with responsibility; 5. 4 People at the centre • Galp's Website – Shared value creation: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-withstakeholders/creating-shared-value • Galp's Website – Engagement with the community: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-withstakeholders/engagement-with-the-community • Galp's 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	11-14	✓	-	2; 5; 7; 9; 11																								

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG																
203-2	Significant indirect economic impacts and extent of impacts	See indicator 203-1.	11-14	✓	-	1; 2; 3; 8; 10; 17																
Aspect: Procurement Practices 2016																						
204-1	Proportion of spending on local suppliers	In 2021, Galp made a total of € 491.8 million of purchases, distributed by 2,568 suppliers, of which 773 correspond to Tier 1 suppliers (suppliers with contracts exceeding €50 thousand). <u>Purchases by business segment</u> (%): Upstream (1%); Industrial & Energy Management (35%); Commercial (22%); Corporate services (38%); Renewables (4%). <u>Local purchases by country</u> (%): Portugal (87%); Spain (91%); Brazil (52%); São Tomé and Príncipe (96%); Netherlands (47%); Namibia (48%); Mozambique (100%). Galp understands by location geography (country) and significant operations in the countries identified above.	11-14	✓	-	12																
Material Aspect: Anti-corruption 2016																						
3-3	Management of material topics	The topic "Unfair competition" is related to the theme "Business Ethics", which is a material theme for Galp (see Key Aspects). Impacts regarding this topic can occur both in operations and in the value-chain. Galp measures and monitors indicators associated with this aspect, reporting them in IR 2021, 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 2-5). More information at: • IR 2021: 5.2 Transformation with responsibility; 5.6 Developing a conscious business - Culture of transparency and ethics; 6. Corporate Governance, PART II - Corporate Governance Report – Part I C- Internal organisation, II - Communication of irregularities. • Galp's 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/0/Recursos/GovernoSocietario/SharedResources/Documentos/EN/Corruption_Prevention_Policy_1.pdf • Anti-money laundering and Terrorist Financing Policy: https://www.galp.com/Portals/0/Recursos/GovernoSocietario/SharedResources/Documentos/EN/Money_Laundrying_and_Terrorist_Financing_Prevention_Policy.pdf • Galp's Website – Sustainability 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	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. The results of the evaluations consider quantitative and qualitative criteria. In 2021, 365 counterparties were analysed through our Compliance system.	11-20	✓	10	16																
205-2	Communication and training in anti-corruption policies and procedures	In 2021 training was made available across the Galp Group specifically focused on the prevention of corruption. <table border="1"> <thead> <tr> <th>Employees who received anti-corruption training</th> <th>50%</th> </tr> </thead> <tbody> <tr> <td>Executive/Top Management</td> <td>19</td> </tr> <tr> <td>Other employees</td> <td>3058</td> </tr> <tr> <td>Portugal</td> <td>2449</td> </tr> <tr> <td>Spain</td> <td>286</td> </tr> <tr> <td>Brazil</td> <td>21</td> </tr> <tr> <td>Africa</td> <td>294</td> </tr> <tr> <td>Rest of the world</td> <td>27</td> </tr> </tbody> </table> More information at: • IR 2021: 5.6 Developing a conscious business - Culture of transparency and ethics	Employees who received anti-corruption training	50%	Executive/Top Management	19	Other employees	3058	Portugal	2449	Spain	286	Brazil	21	Africa	294	Rest of the world	27	11-20	✓	10	16
Employees who received anti-corruption training	50%																					
Executive/Top Management	19																					
Other employees	3058																					
Portugal	2449																					
Spain	286																					
Brazil	21																					
Africa	294																					
Rest of the world	27																					
205-3	Confirmed cases of corruption and measures taken	Galp registered no cases of corruption in 2021.	11-20	✓	10	16																
Material Aspect: Anti-competitive behaviour 2016																						

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG
3-3	Management of material topics	<p>The topic "Unfair competition" is related to the theme "Business Ethics", which is a material theme for Galp (see Key Aspects). Impacts regarding this topic can occur both in operations and in the value-chain. Galp measures and monitors indicators associated with this aspect, reporting them in IR 2021, 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 2-5).</p> <p>More information at:</p> <ul style="list-style-type: none"> IR 2021: 5.2 Transformation with responsibility; 5.6 Developing a conscious business - Culture of transparency and ethics; 6. Corporate Governance, PART II - Corporate Governance Report – Part I C- Internal organisation, II - Communication of irregularities. Galp's Website – Sustainability Reporting: https://www.galp.com/corp/en/sustainability/reporting 	-	✓	-	-
206-1	Total number of lawsuits as a consequence of unfair competition, antitrust or monopoly practices and their outcomes	One administrative lawsuit was filed for alleged unfair commercial practices in 2021. Galp has filled an administrative defence in response and at the end of the year there was no further development in this sense.	11-19	✓	-	16
Aspect: Tax 2019						
207-1	Approach to tax	<p>Galp's Tax Policy reinforces the Group's ambition to develop its activity in accordance with the applicable laws and regulations and with the best practices and experiences of each of the jurisdictions where it operates. With a view to continuous improvement, Galp is committed to monitoring the evolution of best practices.</p> <ul style="list-style-type: none"> Tax policy: https://www.galp.com/corp/Portals/0/Recursos/Governance_2021/Tax_PolicyGE_09072021.pdf <p>The body responsible for managing the fiscal strategy and monitoring it is the Tax Council.</p>	11-21	✓	-	-
207-2	Tax governance, control and risk management	Galp monitors, measures and manages tax matters in order to ensure responsible decision-making in this area and in order to minimize potential financial and reputational risks. The Supervisory Board is the body responsible for ensuring tax compliance, supervising accounting policies and valuation criteria, supervising the effectiveness of the risk management and internal control system, supervising the process of preparing and disclosing financial information, among others. Annually, the Supervisory Board prepares a report on its supervisory action and gives an opinion on the report, accounts and proposals submitted by the Management.	11-21	✓	-	-
207-3	Stakeholder engagement and management concerns related to tax	Galp promotes a set of initiatives that essentially aim to foster appropriate relations with local tax authorities, governments and other stakeholders. Among the initiatives promoted, the following stand out: participation in formal consultation processes with tax authorities, participation in public discussions and in the development of tax proposals with national and international organisations and sharing of information on matters under consultation.	11-21	✓	-	-
207-4	Country-by-country reporting	IR 2021: Part III Consolidated and individual financial statements - 16. Taxes, deferred income taxes and energy sector extraordinary contribution.	11-21	✓	-	-
Note: indicator partially reported.						
GRI 300: Environmental Series						
Aspect: Materials 2016						
301-1	Consumption of raw materials	Crude oil processed at the Sines Refinery: 8,901,219 ton. Feedstock processed at the Sines Refinery: 11,099,416 ton. Crude oil processed at the Matosinhos Refinery: 580,008 ton. Feedstock processed at the Matosinhos Refinery: 697,634 ton.	-	✓	7; 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; 8	8; 12

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG								
301-3	Products and packaging recovered	Weight of SPV (Sociedade Ponto Verde) packages (2020 data): - Plastic (ton): 119.7 - Paper and carton (ton): 52.4 - Steel (ton): 5.0 - Wood (ton): 0.0 - TOTAL (ton): 177.1	-	✓	7; 8	8; 12								
Material Aspect: Energy 2016														
3-3	Management of material topics	The topic "Energy" is related to the theme "Sustainable energy portfolio", which is a material theme for Galp (see Key Aspects). Impacts regarding this topic can occur both in operations and in the value-chain. Galp measures and monitors indicators associated with this aspect, reporting them in IR 2021 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 2-5). More information at: • IR 2021: 5.2 Transformation with responsibility; 5.3 Approach to climate challenge; 5.5 Reducing the ecological footprint • Galp's Website – 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: https://galp.com/pt/pt/particulares/estrada/galp-electric	-	✓	-	-								
302-1	Energy consumption within the organisation	<table border="1"> <tr> <td>Direct energy consumption by primary sources (TJ)¹</td> <td>34,249</td> </tr> <tr> <td>Purchase of electricity (TJ)²</td> <td>1,389</td> </tr> <tr> <td>Electricity production (TJ)³</td> <td>3,123</td> </tr> <tr> <td>Electricity sold (TJ)³</td> <td>2,176</td> </tr> </table> <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. ² Includes all Galp business segments (Upstream; Industrial & Energy Management; Commercial; Renewables & New Businesses). ³ The production and sale of electricity relate to Industrial & Energy Management (Sines refinery); Commercial (Agroger) and Retail (service stations).</p>	Direct energy consumption by primary sources (TJ) ¹	34,249	Purchase of electricity (TJ) ²	1,389	Electricity production (TJ) ³	3,123	Electricity sold (TJ) ³	2,176	11-1	✓	7; 8	7; 8; 12; 13
Direct energy consumption by primary sources (TJ) ¹	34,249													
Purchase of electricity (TJ) ²	1,389													
Electricity production (TJ) ³	3,123													
Electricity sold (TJ) ³	2,176													
302-2	Energy consumption outside the organisation	Galp monitors and reports the energy consumption outside the organisation, namely: diesel consumption by the fleet of service providers (road transport); diesel consumption by the fleet of service providers (maritime transport); fuel oil consumption by the fleet of service providers. Energy consumption connected to the service providers (GJ): 1,716,936	11-1	✓	8	7; 8; 12; 13								
302-3	Energy intensity	Galp calculates energy intensity ratios for its most relevant operations, namely: Industrial & Energy Management and Upstream (non-operated). <table border="1"> <tr> <td>Sines Refinery – Energy Intensity Index</td> <td>101.6</td> </tr> <tr> <td>Upstream NON-operated BRAZIL - (GJ/ton)¹</td> <td>0.63</td> </tr> <tr> <td>Upstream NON-operated ANGOLA - (GJ/ton)¹</td> <td>0.03</td> </tr> </table> <p>¹ Energy consumption/hydrocarbons produced. This includes diesel and fuel gas.</p>	Sines Refinery – Energy Intensity Index	101.6	Upstream NON-operated BRAZIL - (GJ/ton) ¹	0.63	Upstream NON-operated ANGOLA - (GJ/ton) ¹	0.03	11-1	✓	8	7; 8; 12; 13		
Sines Refinery – Energy Intensity Index	101.6													
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302-4	Reduction of energy consumption	<ul style="list-style-type: none"> IR 2021: 5.3 Approach to climate challenge; 5.5 Reducing the ecological footprint Galp's Website – Low Carbon Initiatives: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate/energy-efficiency CDP Climate Change 2021: C8. Energy - https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/CDP/Galp%20Energia%20-%20Climate%20Change%202021.pdf 	-	✓	8; 9	7; 8; 12; 13								

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG																																
302-5	Reductions in the energy needs of products and services	<ul style="list-style-type: none"> IR 2021: 3.3 Commercial; 5.3 Approach to climate change 	-	✓	8; 9	7; 8; 12; 13																																
Aspect: Water and Effluents 2018																																						
303-1	Interactions with water as a shared resource	<p>Galp is committed to adopting measures that promote the most efficient and sustainable use of water in its various operations. Among the actions promoted for the sustainable management of this resource, we highlight the periodic updating of the mapping of risks associated with the use of water in 100% of Galp's operations and the monitoring of the quality of groundwater in its upstream and downstream operations, namely on onshore blocks and at refineries. The goals established in this area are in line with the eco-efficiency objectives established for the Group's operations. More information about the organisation's interaction with water at:</p> <ul style="list-style-type: none"> Galp's Website – Biodiversity and Water: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/biodiversity-and-water Analysis of risks associated with water use : https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/GWT%20&%20IBAT/WaterRisks_ScreeningReport_Galp_2021.pdf 	11-6	✓	-	-																																
303-2	Management of water discharge-related impacts	<p>Galp is concerned with reducing the production of effluents and minimizing its polluting load in all its operations. To ensure an adequate management of the effluents produced, we offer treatment systems, fit for purpose, depending on the type of installation in question (e.g.: dedicated WWTP; pre-treatment systems combined with the sending of pre-treated effluents to a third-party WWTP. part). The level of compliance is ensured through periodic monitoring of the quality of effluents, ensuring that they are below the defined emission limit values. In 2021, the good performance of both refineries in relation to the concentration of rejected hydrocarbons in the industrial effluent stands out, exceeding the goals established for this indicator. Galp has been developing projects in order to optimize the quality of its wastewater and, consequently, to achieve greater efficiency in its systems, allowing for an increase in the amount of water reused/ recycled. https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/operational-eco-efficiency</p> <ul style="list-style-type: none"> IR 2021: 5.5 Reducing the ecological footprint Galp's Website – Interactive Indicators: https://www.galp.com/corp/en/url-/sustainability/reporting/interactive-indicator 	11-6	✓	-	-																																
303-3	Water withdrawal	<table border="1"> <thead> <tr> <th></th> <th>thousand m³</th> </tr> </thead> <tbody> <tr> <td>Total water withdrawal</td> <td>9,435</td> </tr> <tr> <td>Surface water</td> <td>0</td> </tr> <tr> <td>Groundwater</td> <td>123</td> </tr> <tr> <td>Seawater</td> <td>114</td> </tr> <tr> <td>Produced water</td> <td>0</td> </tr> <tr> <td>Third-party water</td> <td>9,198</td> </tr> <tr> <td>Total water withdrawal from all areas with water stress</td> <td>6</td> </tr> <tr> <td>Surface water</td> <td>0</td> </tr> <tr> <td>Groundwater</td> <td>0</td> </tr> <tr> <td>Seawater</td> <td>0</td> </tr> <tr> <td>Produced water</td> <td>0</td> </tr> <tr> <td>Third-party water</td> <td>6</td> </tr> <tr> <td>Total water withdrawal by category</td> <td>9,435</td> </tr> <tr> <td>Freshwater</td> <td>9,321</td> </tr> <tr> <td>Other water</td> <td>114</td> </tr> </tbody> </table> <p>Upstream Non-operated - Brazil (Seawater withdrawal/Injection water) (thousand m³): 5,943</p>		thousand m ³	Total water withdrawal	9,435	Surface water	0	Groundwater	123	Seawater	114	Produced water	0	Third-party water	9,198	Total water withdrawal from all areas with water stress	6	Surface water	0	Groundwater	0	Seawater	0	Produced water	0	Third-party water	6	Total water withdrawal by category	9,435	Freshwater	9,321	Other water	114	11-6	✓	7; 6	6
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GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG												
		Upstream Non-operated - Angola (Injection of withdrawn water) (thousand m ³): 1,328 Water consumption is calculated using standard methodologies, e.g., billing, meter reading or estimation.																
303-4	Water discharge	<ul style="list-style-type: none"> IR 2021: 5.5 Reducing the ecological footprint Galp's 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 water discharge</td> <td>5,822</td> </tr> <tr> <td>Groundwater</td> <td>3</td> </tr> <tr> <td>Third-party water</td> <td>4,550</td> </tr> <tr> <td>Water environment</td> <td>1,269</td> </tr> </tbody> </table>		Thousand m ³	Total water discharge	5,822	Groundwater	3	Third-party water	4,550	Water environment	1,269	11-6	✓	8	6		
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Water environment	1,269																	
		Upstream Non-operated - Angola (water environment effluent) (thousand m ³): 848.4 Upstream Non-operated - Angola (water environment effluent) (m ³ /10 ³ t): 1,160 Effluent production is determined by standard methodologies, e.g., billing or estimating.																
	Hydrocarbons discharge	Concentration of hydrocarbons discharged in produced water and process wastewater (mg/L): 0.41 (Matosinhos) ; 17.97 (Sines)	11-6	✓	8	6												
303-5	Water consumption	<ul style="list-style-type: none"> IR 2021: 5.5 Reducing the ecological footprint Galp's 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 water consumption</td> <td>3,613</td> </tr> <tr> <td>Total water consumption from all areas with water stress</td> <td>6</td> </tr> </tbody> </table>		thousand m ³	Total water consumption	3,613	Total water consumption from all areas with water stress	6	11-6	✓	8	6; 8; 12						
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-	Reused water	<ul style="list-style-type: none"> IR 2021: 5.5 Reducing the ecological footprint Galp's Website – Interactive Indicators: https://www.galp.com/corp/en/url-sustainability/reporting/interactive-indicators <table border="1"> <thead> <tr> <th></th> <th>m³</th> </tr> </thead> <tbody> <tr> <td>Total volume of water reused</td> <td>1,280,858</td> </tr> <tr> <td>Sines Refinery</td> <td>650,579</td> </tr> <tr> <td>Matosinhos Refinery</td> <td>630,279</td> </tr> <tr> <td>Percentage of water reused</td> <td>14%</td> </tr> <tr> <td>Percentage of water reused compared to Refining</td> <td>15%</td> </tr> </tbody> </table>		m ³	Total volume of water reused	1,280,858	Sines Refinery	650,579	Matosinhos Refinery	630,279	Percentage of water reused	14%	Percentage of water reused compared to Refining	15%	-	✓	8	6; 8; 12
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Aspect: Biodiversity 2016																		
304-1	Location in protected or adjacent areas, and areas of high biodiversity value outside protected areas	<ul style="list-style-type: none"> A total of 4 sites, equivalent to 4.7% of Galp's operations are within an area of high biodiversity relevance (in situ). IR 2021: 5.5 Reducing the ecological footprint Identification of Protected and Significant Biodiversity Areas: https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/GWT%20&%20IBAT/BiodiversityRisks_ScreeningReport_Galp_2021.pdf Galp's 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 	11-4	✓	8	6; 14; 15												
304-2	Significant impacts of activities, products, and services on biodiversity	<ul style="list-style-type: none"> IR 2021: 5.5 Reducing the ecological footprint Identification of Protected and Significant Biodiversity Areas: https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/GWT%20&%20IBAT/BiodiversityRisks_ScreeningReport_Galp_2021.pdf Galp's 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 	11-4	✓	8	6; 14; 15												
304-3	Habitats protected or restored	<ul style="list-style-type: none"> IR 2021: 5.5 Reducing the ecological footprint Identification of Protected and Significant Biodiversity Areas: https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/ 	11-4	✓	8	6; 14; 15												

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG												
		SharedResources/Documents/GWT%20&%20IBAT/BiodiversityRisks_ScreeningReport_Galp_2021.pdf Galp's 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																
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	• Identification of Protected and Significant Biodiversity Areas: https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/GWT%20&%20IBAT/BiodiversityRisks_ScreeningReport_Galp_2021.pdf A total of 4 sites are within areas of high importance of biodiversity. See 304-1.		✓	8	6; 14; 15												
		<table border="1"> <thead> <tr> <th colspan="2">Sites located in areas of high importance of biodiversity</th> </tr> </thead> <tbody> <tr> <td>Critically Endangered (CR)</td> <td>111</td> </tr> <tr> <td>Endangered (EN)</td> <td>194</td> </tr> <tr> <td>Vulnerable (VU)</td> <td>319</td> </tr> <tr> <td>Near Threatened (NT)</td> <td>328</td> </tr> <tr> <td>Least Concern (LC)</td> <td>5696</td> </tr> </tbody> </table>	Sites located in areas of high importance of biodiversity		Critically Endangered (CR)	111	Endangered (EN)	194	Vulnerable (VU)	319	Near Threatened (NT)	328	Least Concern (LC)	5696	11-4			
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Least Concern (LC)	5696																	
Material Aspect: Emissions 2016																		
3-3	Management of material topics	The topic "Emissions" is related to the theme "Sustainable energy portfolio", which is a material theme for Galp (see Key Aspects). Impacts regarding this topic can occur both in operations and in the value-chain. Galp measures and monitors indicators associated with this aspect, reporting them in IR 2021 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 2-5). More information at: <ul style="list-style-type: none"> IR 2021: 5.2 Transformation with responsibility; 5.3 Approach to climate change; 5.5 Reducing the ecological footprint Galp's Website – Energy and Climate: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate Galp's Website – Climate Change and Energy Transition: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate/climate-change-and-energy-transition Galp's Website – Low Carbon Initiatives: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate/energy-efficiency Galp's Website – Carbon Metrics: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate/carbon-footprint Galp's Website – Operating eco-efficiency: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/operational-eco-efficiency CDP Climate Change 2021: C1. Governance; C3. Business Strategy; C4. Targets and performance; C6. Emissions data - https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/CDP/Galp%20Energia%20-%20Climate%20Change%202021.pdf Climate Change Policy: https://www.galp.com/corp/Portals/0/Recursos/Governo-Societario/SharedResources/Documentos/EN/Climate-Change-Policy.pdf Remuneration Policy: https://www.galp.com/corp/Portals/0/TC/Politica%20de%20Remuneracoes%20(EN).pdf TCFD Recommendations: https://www.galp.com/corp/Portals/0/Recursos/Investidores/SharedResources/Relatorios/en/2021/Nonfinancialinformation2021TCFDRecommendations.pdf 	11-1; 11-2	✓	-	-												
305-1	Direct GHG emissions (scope 1)	Direct GHG emissions (scope 1): 3.19 mton CO ₂ e Percentage of gross direct (scope 1) GHG emissions from CH ₄ : 0.38%	11-1	✓	7; 8	3; 12; 13; 14; 15												

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG
		<ul style="list-style-type: none"> IR 2021: 5.3 Approach to climate change Galp's Website – Interactive Indicators: https://www.galp.com/corp/en/url/sustainability/reporting/interactive-indicators CDP Climate Change 2021: C5. Emissions Methodology; C6. Emissions Data; C-OG6; C7. Emissions Breakdown; C-OG7 - https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/CDP/Galp%20Energia%20-%20Climate%20Change%202021.pdf <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>				
		Indirect GHG emissions (scope 2): 0.09 mton CO ₂ e				
305-2	Indirect GHG emissions (scope 2)	<ul style="list-style-type: none"> IR 2021: 5.3 Approach to climate change Galp's Website – Interactive Indicators: https://www.galp.com/corp/en/url/sustainability/reporting/interactive-indicators CDP Climate Change 2021: C5. Emissions Methodology; C6. Emissions Data; C-OG6; C7. Emissions Breakdown; C-OG7 - https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/CDP/Galp%20Energia%20-%20Climate%20Change%202021.pdf <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>	11-1	✓	7; 8	3; 12; 13; 14; 15
		Indirect GHG emissions (scope 3): 46.23 mton CO ₂ e				
305-3	Other indirect GHG emissions (scope 3)	<ul style="list-style-type: none"> IR 2021: 5.3 Approach to climate change Galp's Website – Interactive Indicators: https://www.galp.com/corp/en/url/sustainability/reporting/interactive-indicators CDP Climate Change 2021: C5. Emissions Methodology; C6. Emissions Data; C-OG6; C7. Emissions Breakdown; C-OG7 - https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/CDP/Galp%20Energia%20-%20Climate%20Change%202021.pdf <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>	11-1	✓	7; 8	3; 12; 13; 14; 15
305-4	Carbon intensity	<p>Galp calculates a carbon intensity adapted to its value chain and applicable to all business segments. The carbon intensity is calculated considering the emissions from all 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>Carbon intensity (all downstream sales): 73.7 g CO₂e/MJ Carbon intensity (production): 81.6 g CO₂e/MJ</p> <ul style="list-style-type: none"> Galp's Website – Carbon Metrics: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate/carbon-footprint 	11-1	✓	8	13; 14; 15

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG
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Galp calculates carbon intensity ratios for its most relevant operations, namely: Refining and Upstream. In Refining, CWT is the denominator. In the case of Upstream, the denominator is the amount of hydrocarbons produced. The ratios are calculated with Scope 1 GHG emissions.

Carbon intensity (Refining)	
Sines refinery (CO ₂ /CWT)	30.2
Carbon intensity (UPSTREAM non-operated)	
Brazil (ton CO ₂ e)	396,276
Brazil (ton CO ₂ e/10 ³ t)	64.5
Brazil (ton CO ₂ e/kboe)	8.7
Angola (ton CO ₂ e)	94,253
Angola (ton CO ₂ /10 ³ t)	119.8
Angola (ton CO ₂ /kboe)	15.8
Total (ton CO ₂ e)	490,211
Total (ton CO ₂ /10 ³ t)	71.4
Total (ton CO ₂ /kboe)	10.3

- IR 2021: 5.3 Approach to climate change
- CDP Climate Change 2021: C5. Emissions Methodology; C6. Emissions Data; C-OG6; C7. Emissions Breakdown; C-OG7 - <https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/CDP/Galp%20Energia%20-%20Climate%20Change%202021.pdf>

305-5	Reducing GHG emissions	See 302-4 and 302-5. • IR 2021: 5.3 Approach to climate change	11-2	✓	8; 9	13; 14; 15																
305-6	Emissions of ozone-depleting substances, by weight	Galp 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, the 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; 8	3; 12																
305-7	NO _x , SO _x and other atmospheric emissions	• IR 2021: 5.5 Reducing the ecological footprint Internationally accepted emission factors (EEA; EPA) applied to energy consumptions are used to calculate emissions. In Refining, emissions are measured continuously.	11-3	✓	7; 8	3; 12; 14; 15																
Aspect: Waste 2020																						
306-1	Waste generation and significant waste-related impacts	For Galp, environmental protection is a central concern, present in the different stages of all activities, from conception and design, to the end of the life of the installations, equipment and products.	11-5	✓	8	3; 6; 12; 14																
306-2	Management of significant waste-related impacts	Galp seeks to minimize consumption and maximize the usefulness of materials, namely through their reuse, recycling or recovery. Waste management is supported by risk analysis and assessment considering both the hazardousness of products/waste from operations and the capacity and suitability of the infrastructure and equipment to process and store them. In this way, Galp manages risks to ecosystems and human health and reduces the amount of waste at the source of production and its hazard.	11-5	✓	8	3; 6; 12; 14																
306-3	Waste generated	<ul style="list-style-type: none"> • IR 2021: 5.5 Reducing the ecological footprint • Galp's 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 generated</td> <td>20,355</td> </tr> <tr> <td>Recovered</td> <td>12,251</td> </tr> <tr> <td>Disposed</td> <td>8,104</td> </tr> <tr> <td>Percentage of total waste recovered (%)</td> <td>60%</td> </tr> <tr> <td colspan="2">By category:</td> </tr> <tr> <td>Hazardous waste</td> <td>16,268</td> </tr> <tr> <td>Recovered</td> <td>9,016</td> </tr> </tbody> </table>		tonnes	Total waste generated	20,355	Recovered	12,251	Disposed	8,104	Percentage of total waste recovered (%)	60%	By category:		Hazardous waste	16,268	Recovered	9,016	11-5	✓	8	3; 6; 12; 14
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GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG																		
		<table border="1"> <tr> <td>Disposed</td> <td>7,252</td> </tr> <tr> <td>Non-hazardous waste</td> <td>4,087</td> </tr> <tr> <td>Recovered</td> <td>3,235</td> </tr> <tr> <td>Disposed</td> <td>852</td> </tr> </table>	Disposed	7,252	Non-hazardous waste	4,087	Recovered	3,235	Disposed	852														
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Non-hazardous waste	4,087																							
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		Waste production is determined through waste control guides provided by the service providers.																						
	Significant spills	<p>Losses of primary containment that reached the environment (>150 l): 11</p> <p>Losses of primary containment that reached the environment (m³) (>150 l): 43.7</p>	11-8	✓	-	-																		
		<p>• IR 2021: 5.6 Developing a conscious business</p> <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>0.13</td> </tr> <tr> <td colspan="2">Tier 2</td> </tr> <tr> <td>Process safety events</td> <td>11</td> </tr> <tr> <td>Process safety events rate</td> <td>0.49</td> </tr> <tr> <td colspan="2">Tier 3</td> </tr> <tr> <td>Process safety events</td> <td>52</td> </tr> <tr> <td>Process safety events rate</td> <td>2.31</td> </tr> </table>	Tier 1		Process safety events	3	Process safety events rate	0.13	Tier 2		Process safety events	11	Process safety events rate	0.49	Tier 3		Process safety events	52	Process safety events rate	2.31	11-8	✓	-	-
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	Process safety events	<p><i>Tier 1</i> 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><i>Tier 2</i> 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>																						
306-4	Waste diverted from disposal	Galp does not have enough information to report the information related to this indicator, assuming the commitment to implement the means necessary to ensure total alignment with GRI in the next report. Notwithstanding this information, Galp responds partially to this indicator in the table presented in GRI 306-3.	11-5	✓	8	3; 6; 12; 14																		
306-5	Waste directed to disposal	Galp does not have enough information to report the information related to this indicator, assuming the commitment to implement the means necessary to ensure total alignment with GRI in the next report. Notwithstanding this information, Galp responds partially to this indicator in the table presented in GRI 306-3.	11-5	✓	8	3; 6; 12; 14																		
Aspect: Supplier Environmental Assessment 2016																								
		<ul style="list-style-type: none"> • IR 2021: 5.6 Developing a conscious business • Galp's 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 2021, 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 with clean EURO6 engines. Also, within the scope of this agreement, initiatives are being developed with Public Entities for legislative revisions.</p> <p><u>Certification of suppliers:</u></p> <table border="1"> <tr> <td colspan="2">International Standard</td> </tr> <tr> <td>Quality (ISO 9001)</td> <td>2,426</td> </tr> <tr> <td>Environment (ISO 14001)</td> <td>1,389</td> </tr> <tr> <td>Security (OHSAS 18001)</td> <td>1,387</td> </tr> <tr> <td>Other certifications</td> <td>366</td> </tr> </table>	International Standard		Quality (ISO 9001)	2,426	Environment (ISO 14001)	1,389	Security (OHSAS 18001)	1,387	Other certifications	366												
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308-1	Percentage of new suppliers selected on the basis of labour practices criteria		-	✓	8	-																		

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG
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Supplier audits:

Audits	
No. audits to suppliers	217
No. audits to tier 1 suppliers	178
No. critical tier 1 suppliers audited	170
No. critical tier n-1 suppliers audited	0
% audited tier 1 suppliers	23%
% critical certified tier 1 suppliers	34.6%

Sustainability risk:

Sustainability risk	
No. of tier 1 suppliers with high sustainability risk	11
No. of tier 1 suppliers with high economic sustainability risk	3
No. of tier 1 suppliers with high environmental sustainability risk	0
No. of tier 1 suppliers with high social sustainability risk	8

308-2	Real and potential significant negative impacts on labour practices in the suppliers' chain and measures taken in this regard	No tier 1 (critical and non-critical) suppliers with high environmental sustainability risk were identified. <ul style="list-style-type: none"> IR 2021: 5.6 Developing a conscious business Galp's 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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GRI 400: Social Series

Material Aspect: Employment 2016

3-3	Management of material topics	The topic "Employment" is related to the theme "Talent attraction and retention", which is a material theme for Galp (see Key Aspects). The management and development of our human capital is a crucial factor in the success of our Organisation. Galp positions itself 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. 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. Impacts regarding this topic can occur both in operations and in the value-chain. Galp measures and monitors indicators associated with this aspect, reporting them in IR 2021, 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 2-5). More information at: <ul style="list-style-type: none"> IR 2021: 5.4 People at the centre Galp's Website – Sustainability – Human Capital: https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital 	11-10	✓	-	-
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 2021: 5.4 People at the centre HR Annex, of this document 	11-10	✓	-	5; 8
401-2	Benefits granted to full time employees, and not to fixed term or part time employees	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 Labour Code. We make available to all 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). <ul style="list-style-type: none"> Galp's Website – Recognition and Reward: https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital/benefits-and-compensations 	11-10	✓	-	8

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG
401-3	Rates of return to work and retention after maternity/paternity leave, broken down by gender	Right to take leave (M&F): 100% Rate of return (M&F): 100% ¹ Retention rate (M&F): 100% ¹ ¹ No causal relationship is found between parental leave situations and leaving the Company.	11-10; 11-11	✓	3	5; 8
Aspect: Labour/ Management Relations 2016						
402-1	Minimum notice period for operational changes and whether these are specified in Collective bargaining agreements	There's not a pre-defined, minimum deadline to notify employees and their representatives prior to the implementation of significant operational changes. Employees are notified of any such changes in a manner deemed timely and appropriate by Management.	11-7; 11-10	✓	4	8
Material Aspect: Occupational Health and Safety 2018						
3-3	Management of material topics	The topic "Occupational Health and Safety" is related to the theme "Safety", which is a material theme for Galp (see Key Aspects). Impacts regarding this topic can occur both in operations and in the value-chain. Galp measures and monitors indicators associated with this aspect, reporting them in IR 2021, 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 2-5). More information at: • IR 2021: 5.6 Developing a conscious business • Galp's Website – Safety: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/safety • Galp's Website – Personal Safety: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-the-environment-and-assets/safety/personal-safety	11-9	✓	-	-
403-1	Occupational health and safety management system	Galp has an integrated management system (IMS) that encompasses aspects of safety, environment, quality, energy, social responsibility and business continuity. In any of the six aspects, we implement the respective processes and standards that ensure compliance with the respective requirements including legal requirements. With regard to occupational health and safety, the ISO 45001 standard (under which we are certified) has a broader concept of worker than the legislation, including employees, service providers and subcontracting.	11-9	✓	-	3; 8
403-2	Hazard identification, risk assessment, and incident investigation	As part of the transition from the certification of OSHAS 18001 to ISO 45001, in 2020 the processes of hazard identification and risk assessment and consultation and participation of workers were reviewed. In both cases, a uniform approach was adopted for the entire company, thus ensuring compliance with the requirements of the respective standard. In addition to the above processes, which includes the participation and consultation of workers in the identification of hazards or dangerous work situations, Galp has also made available a reporting platform for near misses and safety improvement suggestion forums in which any worker can report/participate. In addition to Galp's safety policy and processes that allow any worker to remove themselves from unsafe work situations, with the adoption of Galp Life Saving Rules and the distribution of STOP CARDS, in 2019, for the entire company and all workers Galp reinforced its safety culture, where any worker has the authority to intervene at any time if an action or situation violates any of the Galp Life Saving Rules. In the year 2020, with the intention of sensitizing the workers newly arrived at the company, we developed an e-learning ("Safety reception package"), which trains our workers in the main safety issues, including the identification of hazards, the reporting of QAs and the main safety standards. The ISO 45001 Certification ensures that we have implemented an incident investigation process (near-accidents and accidents) that encompasses all phases since an incident occurs. Reacting and responding to any emergency, investigating with the participation of relevant workers the causes, dangers and risks associated with the event and implementing the respective corrective actions according to the hierarchy of controls, thus improving our management system.	11-9	✓	-	3; 8

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG
		In 2021 we continued with the same strategy. We revised the accident standard (NT-P019 changed to NT-031) and at the end of the year we started the implementation of a new EQS management platform that will materialize in 2022. This new platform will help us to better manage accident investigation, risk assessments, modifications, actions and audits.				
403-3	Occupational health services	Occupational Medicine ensures adequate monitoring of the health of employees according to the risks to which they are exposed in the workplace. It integrates all evaluation procedures carried out through health examinations, biological control, radiological evaluation, questionnaires or interviews, analysis of health records, etc. In case of exposure to risks (ergonomic, environmental or others), Occupational Medicine makes recommendations for mitigating or eliminating these risks in the employee's Aptitude Sheet or in visits to the workplace (reports from the Occupational Physician). Additionally, there was a general disclosure to employees of the results of the psychosocial risk assessment, for later creation of an action plan. All workers are supervised by the health services (convened annually or every 2 years), and at any time the employee may request a (occasional) medical examination from Occupational Medicine, if he so wishes. Occupational Medicine services are certified by the integrated management system, thus guaranteeing the respective quality of service. More information at: • Galp's Website – Sustainability – Health https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/health	11-9	✓	-	3; 8
403-4	Worker participation, consultation, and communication on occupational health and safety	As a part of the transition of certification from OSHAS 18001 to ISO 45001, in 2020 the process of consultation and participation of workers was revised. A uniform approach was adopted for the entire company, thus ensuring compliance with the requirements of the respective standard. In addition to the process, we also provide a reporting platform for near misses and safety improvement suggestions forums in which any worker can report / participate. In addition to the Galp Life Saving Rules e-learnings and the security hosting package, we continued to update, throughout 2021, the safety page ("Safe Energy") where we share Alerts, Near misses, information on human factors and process safety, safety and safety videos "off-the-job".	11-9	✓	-	3; 8
403-5	Worker training on occupational health and safety	In 2021, a total of 25,540 hours of training on safety and health topics were held for 2,556 from all Galp geographies. We highlight as relevant topics the Accident Investigation, Near Misses, Galp Life Saving Rules and Safety Talks. In 2021, with the intention of sensitizing the newcomers to the company, we developed the Safe Energy training, an e-learning ("Safety welcome package"), which trains our workers in the main safety topics, including hazard identification, near misses reporting and key safety standards. In addition to this training, we extended the training of Safety Talks to other units besides refineries.	11-9	✓	-	3; 8
403-6	Promotion of worker health	Galp ensures the provision of health care to its employees, retirees, and their families, through a Health Insurance, with access to a wide network of doctors, clinics and hospitals and other health care providers. Galp's doctors, distributed throughout the different geographical areas of its operations (in Portugal), ensure access to primary medical care (general and family medicine and internal medicine) and to some specialties (such as dentistry, ophthalmology, gynaecology, cardiology, neurology, otolaryngology, urology, nursing treatments, nutrition consultations and clinical analyses). In 2021, the Torres de Lisboa Medical Center was remodelled and expanded, concentrating the Occupational Medicine and Curative Medicine services, starting to be used by employees, retirees and family members. Performance in this area is constantly monitored. Galp promotes the health and well-being of its employees and their families, namely by promoting the adoption of healthy behaviours and an active life (ex: consultations on nutrition and prevention of obesity and cardiovascular diseases), carrying out awareness and prevention campaigns of diseases and epidemics (e.g., zika virus, ebola, dengue) and implementing personal development programs from a well-being perspective. As in previous years, in 2021, the Wellbeing program was carried out again in a continuous mode and with high participation from employees with several initiatives such as meditation, gymnastics and pilates online, psychological support, nutrition consultations	11-9	✓	-	3; 8

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG																																		
		and workshops such as " Sleep in the context of the Covid-19 pandemic" and "How to improve memory and performance at work through food". Additionally, Galp promotes thematic conferences on health-related topics, namely remote work management, work-life balance, lifestyles, among others. More information about initiatives in this field at: <ul style="list-style-type: none"> Galp's Website – Sustainability – Health https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/health 																																						
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	At the end of each year, the areas are consulted in order to plan which audits to be carried out on suppliers in the following year. At the end of 2020, 35 audits of suppliers were planned for 2021, with 40 being carried out. These audits can be carried out at the headquarters of the respective companies or at the shipyards and activities they perform at our facilities. The scope of the audits includes the Security component, where the requirements of ISO 45001 are verified.	11-9	✓	-	3; 8																																		
403-8	Workers covered by an occupational health and safety management system	Galp has an occupational health and safety management system, following ISO 45001 that includes employees and service providers/contractors. Galp's management system is audited and certified annually, by both an internal and external entity. <table border="1"> <tr> <td>Employees covered</td> <td>2175</td> </tr> <tr> <td>Service providers covered</td> <td>2507</td> </tr> <tr> <td>Total employees and contractors covered</td> <td>4682</td> </tr> <tr> <td>% of employees covered</td> <td>35%</td> </tr> </table>	Employees covered	2175	Service providers covered	2507	Total employees and contractors covered	4682	% of employees covered	35%	11-9	✓	-	8																										
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403-9	Work-related injuries	<ul style="list-style-type: none"> IR 2021: 5.6 Developing a Conscious business HR Annex, of this document 	11-9	✓	-	3; 8																																		
403-10	Work-related ill health	<ul style="list-style-type: none"> IR 2021: 5.6 Developing a Conscious business HR Annex, of this document 	11-9	✓	-	3; 8																																		
Material Aspect: Training and Education 2016																																								
3-3	Management of material topics	The topic "Training and Education" is related to the theme "Development of Human Capital", which is a material theme for Galp (see Key Aspects). The management and development of our human capital is a crucial factor in the success of our Organisation. Impacts regarding this topic can occur both in operations and in the value-chain. Galp measures and monitors indicators associated with this aspect, reporting them in IR 2021, 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 2-5). More information at: <ul style="list-style-type: none"> IR 2021: 5.4 People at the centre Galp's Website – Sustainability – Human Capital: https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital 	11-10; 11-11	✓	-	-																																		
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 2021: 5.4 People at the centre HR Annex, of this document <table border="1"> <tr> <td>Training hours (Total)</td> <td>181,655</td> </tr> <tr> <td>Executive/Top Management</td> <td>2,425</td> </tr> <tr> <td>Male</td> <td>1,862</td> </tr> <tr> <td>Female</td> <td>564</td> </tr> <tr> <td>Middle/General management</td> <td>25,382</td> </tr> <tr> <td>Male</td> <td>15,396</td> </tr> <tr> <td>Female</td> <td>9,986</td> </tr> <tr> <td>First-line Management/Supervisor</td> <td>8,987</td> </tr> <tr> <td>Male</td> <td>6,596</td> </tr> <tr> <td>Female</td> <td>2,391</td> </tr> <tr> <td>Specialists</td> <td>55,114</td> </tr> <tr> <td>Male</td> <td>33,301</td> </tr> <tr> <td>Female</td> <td>21,814</td> </tr> <tr> <td>Others</td> <td>89,746</td> </tr> <tr> <td>Male</td> <td>52,979</td> </tr> <tr> <td>Female</td> <td>36,767</td> </tr> <tr> <td>Gender</td> <td>181,655</td> </tr> </table>	Training hours (Total)	181,655	Executive/Top Management	2,425	Male	1,862	Female	564	Middle/General management	25,382	Male	15,396	Female	9,986	First-line Management/Supervisor	8,987	Male	6,596	Female	2,391	Specialists	55,114	Male	33,301	Female	21,814	Others	89,746	Male	52,979	Female	36,767	Gender	181,655	11-10; 11-11	✓	-	4; 5; 8
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		<table border="1"> <tr><td>Male</td><td>110,134</td></tr> <tr><td>Female</td><td>71,521</td></tr> <tr><td>Training per employee (h/employee)</td><td>29.5</td></tr> <tr><td>Male</td><td>32.0</td></tr> <tr><td>Female</td><td>26.4</td></tr> <tr><td>Top Management</td><td>49.5</td></tr> <tr><td>Middle/general management</td><td>134.3</td></tr> <tr><td>First line management/supervisor</td><td>19.2</td></tr> <tr><td>Specialists</td><td>34.2</td></tr> <tr><td>Others</td><td>23.4</td></tr> </table>	Male	110,134	Female	71,521	Training per employee (h/employee)	29.5	Male	32.0	Female	26.4	Top Management	49.5	Middle/general management	134.3	First line management/supervisor	19.2	Specialists	34.2	Others	23.4																																								
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404-2	Competency management and lifelong learning programmes that contribute to the continuity of employees' employability during preparation period for retirement	<ul style="list-style-type: none"> IR 2021: 5.4 People at the centre Galp's Website – Sustainability – Human Capital: https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital 	11-7; 11-10	✓	-	8																																																								
-	Closure and rehabilitation	During 2021, Galp had 1 closure and rehabilitation plan in place.	11-7	✓	-	-																																																								
		<ul style="list-style-type: none"> IR 2021: 5.4 People at the centre 																																																												
404-3	Percentage of employees who regularly receive performance and career development analyses, broken down by gender and professional category	<p>Performance evaluation:</p> <table border="1"> <tr><td colspan="2">Performance evaluation:</td></tr> <tr><td>Executive/Top Management</td><td>100%</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>100%</td></tr> <tr><td>Male</td><td>99%</td></tr> <tr><td>Female</td><td>100%</td></tr> <tr><td>First-line Management/Supervisor</td><td>99%</td></tr> <tr><td>Male</td><td>99%</td></tr> <tr><td>Female</td><td>100%</td></tr> <tr><td>Specialists</td><td>98%</td></tr> <tr><td>Male</td><td>98%</td></tr> <tr><td>Female</td><td>99%</td></tr> <tr><td>Others</td><td>100%</td></tr> <tr><td>Male</td><td>100%</td></tr> <tr><td>Female</td><td>100%</td></tr> </table> <p>360° Feedback:</p> <table border="1"> <thead> <tr> <th></th> <th>Group (number)</th> <th>Group (%)</th> </tr> </thead> <tbody> <tr><td>Total</td><td>6,152</td><td>100%</td></tr> <tr><td>Executive/Top Management</td><td>51</td><td>100%</td></tr> <tr><td>Middle/General Management</td><td>192</td><td>100%</td></tr> <tr><td>First Line Management/Supervisor</td><td>488</td><td>100%</td></tr> <tr><td>Subtotal</td><td>731</td><td>100%</td></tr> <tr><td>Specialist Groups</td><td>1,590</td><td>100%</td></tr> <tr><td>Other Employees</td><td>3,831</td><td>100%</td></tr> </tbody> </table>	Performance evaluation:		Executive/Top Management	100%	Male	100%	Female	100%	Middle/General Management	100%	Male	99%	Female	100%	First-line Management/Supervisor	99%	Male	99%	Female	100%	Specialists	98%	Male	98%	Female	99%	Others	100%	Male	100%	Female	100%		Group (number)	Group (%)	Total	6,152	100%	Executive/Top Management	51	100%	Middle/General Management	192	100%	First Line Management/Supervisor	488	100%	Subtotal	731	100%	Specialist Groups	1,590	100%	Other Employees	3,831	100%	-	✓	6	5; 8
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Aspect: Diversity and Equal Opportunities 2016																																																														
405-1	Composition of groups responsible for governance and break-down of employees by functional category, based on gender,	<ul style="list-style-type: none"> IR 2021: 5.4 People at the centre HR Annex, of this document 	11-11	✓	-	5; 8																																																								

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG																																								
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		Remuneration:																																												
405-2	Ratio of salary and remuneration between Males and Females, broken-down by professional category and main operational units	<table border="1"> <thead> <tr> <th colspan="2">BASIC ANNUAL SALARY</th> </tr> </thead> <tbody> <tr> <td>Average Ratio - Executive Staff</td> <td>0.87</td> </tr> <tr> <td>Male</td> <td>161,970</td> </tr> <tr> <td>Female</td> <td>141,135</td> </tr> <tr> <td>Average Ratio - Management Staff</td> <td>0.89</td> </tr> <tr> <td>Male</td> <td>70,405</td> </tr> <tr> <td>Female</td> <td>62,404</td> </tr> <tr> <td>Average Ratio – Specialist Groups and Other Employees</td> <td>0.90</td> </tr> <tr> <td>Male</td> <td>23,608</td> </tr> <tr> <td>Female</td> <td>21,304</td> </tr> <tr> <th colspan="2">ANNUAL TOTAL REMUNERATION</th> </tr> <tr> <td>Average Ratio - Executive Staff</td> <td>0.91</td> </tr> <tr> <td>Male</td> <td>179,823</td> </tr> <tr> <td>Female</td> <td>164,472</td> </tr> <tr> <td>Average Ratio - Management Staff</td> <td>0.89</td> </tr> <tr> <td>Male</td> <td>78,659</td> </tr> <tr> <td>Female</td> <td>69,714</td> </tr> <tr> <td>Average Ratio - Specialist Groups and Other Employees</td> <td>0.90</td> </tr> <tr> <td>Male</td> <td>24,892</td> </tr> <tr> <td>Female</td> <td>22,527</td> </tr> </tbody> </table>	BASIC ANNUAL SALARY		Average Ratio - Executive Staff	0.87	Male	161,970	Female	141,135	Average Ratio - Management Staff	0.89	Male	70,405	Female	62,404	Average Ratio – Specialist Groups and Other Employees	0.90	Male	23,608	Female	21,304	ANNUAL TOTAL REMUNERATION		Average Ratio - Executive Staff	0.91	Male	179,823	Female	164,472	Average Ratio - Management Staff	0.89	Male	78,659	Female	69,714	Average Ratio - Specialist Groups and Other Employees	0.90	Male	24,892	Female	22,527	11-11	✓	6	5; 8; 10
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Aspect: Non-discrimination 2016																																														
406-1	Total number of discrimination cases and corrective measures taken	6 cases identified and 3 corrective measures executed (1 disciplinary process and 2 measures aimed at behaviour changing). 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 based on race, religion, sex, sexual orientation, ancestry, age, language, territory of origin, political or ideological convictions, economic situation, or contractual relationship.	11-11	✓	6	5; 8; 10																																								
Aspect: Freedom of Association and Collective Bargaining 2016																																														
407-1	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be at risk	0 (zero) cases. Galp had no record of this type of situation in 2021.	11-13	✓	3	8																																								
Aspect: Child Labour 2016																																														
408-1	Operations and suppliers identified to be at risk through the occurrence of child labour cases	0 (zero) cases. Galp had no record of this type of situation in 2021.	-	✓	5	8; 16																																								
Aspect: Forced or Compulsory Labour 2016																																														
409-1	Operations and suppliers identified as being at significant risk for the occurrence of forced or slave like labour	0 (zero) cases. Galp had no record of this type of situation in 2021.	11-12	✓	4	8																																								
Aspect: Security Practices 2016																																														
410-1	Percentage of security personnel who was trained in the organisation's human rights	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.	11-18	✓	1	16																																								

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG
	policies or procedures that are relevant to operations					
Aspect: Rights of Indigenous People 2016						
	Total number of indigenous and traditional peoples' rights violation cases and measures taken in this regard	0 (zero) cases. Galp had no record of this type of situation in 2021.	11-17	✓	1	2
411-1	Management of operations where indigenous communities are present or are affected by the company's activities	Galp measures possible impacts on indigenous communities, having in place a guide that incorporates environmental, social, health and safety requirements throughout the projects' whole lifecycle. This guide ensures both human rights of the population as well as the protection of indigenous communities in the development of each stage of the Company's activity (Upstream segment). <ul style="list-style-type: none"> Galp's Website – Our culture and management systems: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/hse-strategy/our-culture-and-management-systems Guide with Health, Safety, Social and Environmental Requirements: https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/Galp_HSSE%20Specific%20Requirements%20in%20Projects_Standard_Summary_1.pdf 	11-17	✓	1	2
Material Aspect: Human Rights Assessment 2016						
3-3	Management of material topics	The topic " Human Rights Assessment " is related to the theme "Human Rights", which is a material theme for Galp (see Key Aspects). Impacts regarding this topic can occur both in operations and in the value-chain. Galp measures and monitors indicators associated with this aspect, reporting them in IR 2021, 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 2-5). More information at: <ul style="list-style-type: none"> IR 2021: 5.6 Developing a conscious business Galp's Website – Human Rights: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/human-rights 	-	✓	-	-
		<ul style="list-style-type: none"> IR 2021: 5.2 Transformation with responsibility; 5.6 Developing a conscious business Galp's Website – Human Rights: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/human-rights Guide with Health, Safety, Social and Environmental Requirements: https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/Galp_HSSE%20Specific%20Requirements%20in%20Projects_Standard_Summary_1.pdf 				
412-1	Operations subject to human rights analyses or assessments of human rights-related impacts	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 2021, we carried out human rights assessments on (i) the Joint-Venture related to retail and marketing businesses in which Galp has a shareholding called ENACOL (Cape Verde); (ii) Galp's operations in Mozambique, where Galp has been present for over 60 years in the downstream fuel retail business, as well as in one of the largest natural gas projects in the world (Rovuma); (iii) Eswatini, in the interior of Mozambique, where Galp carries out fuel distribution activities through one of its subsidiaries, and (iv) and Namibia, (where Galp is currently involved in the first phases of upstream exploration with a presence limited or non-existent physical through unincorporated Joint-Ventures with other partners.) The types of problems identified in the assessments were: Work Standards; Health and safety at Work; Security measures and community impacts, covering the most vulnerable groups.	-	✓	1	-

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG
412-2	Training in human rights procedures and policies	<ul style="list-style-type: none"> IR 2021: 5.2 Transformation with responsibility; 5.6 Developing a conscious business Galp's Website – Human Rights: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/human-rights <p>In 2021, a total of 4398 hours of training in human rights were provided.</p>	-	✓	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.	-	✓	2	-
Aspect: Local Communities 2016						
413-1	Operations with implemented programmes of local community involvement, impact assessment and local development	<ul style="list-style-type: none"> IR 2021: 5.2 Transformation with responsibility; 5.4 People at the centre Galp's Website – Sustainability – Engagement with the Community: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/engagement-with-the-community <p>See indicator 203-1.</p>	11-15	✓	1	-
413-2	Operations with real and potential significant negative impacts on local communities	<ul style="list-style-type: none"> IR 2021: 5.2 Transformation with responsibility; 5.4 People at the centre Galp's Website – Sustainability – Engagement with the Community: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/engagement-with-the-community Galp's 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 UPSTREAM 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> <p>As part of the Environmental Impact Assessment (EIA) process for the drilling phase in Namibia, a Stakeholder Engagement Plan was prepared, which included two sessions of public meetings. These information sharing meetings were held with the aim of providing an overview of the project, the EIA process, the main topics of concern and potential impacts and the main mitigation actions that will be implemented. Four face-to-face training sessions on geoscience applied to the O&G industry were also held, aimed at 10 students from Geology and Petroleum Engineering courses.</p>	11-15	✓	1	1; 2
-	Operations that caused or contributed to involuntary resettlement or where such resettlement is ongoing	<p>None of Galp's operations caused or contributed to involuntary resettlement.</p> <ul style="list-style-type: none"> Galp's Website – Galp Foundation – Social Emergencies: https://www.fundacaoqalp.com/en/social-emergencies 	11-16	✓	-	-
Aspect: Supplier Social Assessment 2016						
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 308-1.	11-10; 11-12	✓	-	-

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	External Verification	UNGC Principles	SDG
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 8. <ul style="list-style-type: none"> IR 2021: 5.6 Developing a conscious business Galp's 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 	11-10	✓	1	-
Aspect: Public Policy 2016						
415-1	Total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation by country and recipient/beneficiary	In 2021, lobbying costs were a total of 136k€, divided by beneficiary and country: Eupportunity (Belgium): 133k€ Dynamic Leads (UK): 3k€	11-22	✓	-	-
Aspect: Customer Health and Safety 2016						
416-1	Evaluation of products and services that are significant in terms of their impact on health and safety	We continuously manage safety regarding the products we produce, use and market, considering their hazards and safe handling. 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. Our employees and service providers are informed about the hazards of the products on our premises and the way to handle them safely. We use Safety Data Sheets and packaging labelling 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. <ul style="list-style-type: none"> Galp's Website – Sustainability – Product safety: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/safety/product-safety 	11-3	✓	-	-
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 2021.	-	✓	-	16
Aspect: Marketing and Labelling 2016						
417-1	Information on products and services related to the labelling information of products and services	<ul style="list-style-type: none"> Galp's Website – Sustainability – Product safety: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/safety/product-safety Galp's Website – Sustainability – 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 2021.	-	✓	-	16
417-3	Non-conformities regarding marketing communications	0 (zero) cases identified. Galp had no record of this type of situation in 2021.	-	✓	-	-
Aspect: Customer Privacy 2016						
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 2021. Guided by its Privacy Policy, Galp respects the privacy of its 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.	-	✓	-	-

HR Annex

Notes:

- Gestes - Employees of the filling stations.

GRI 2-7 Employees

	2021
Total no. of Employees	6152
Distribution by gender	
Male	3441
Female	2711
Distribution by age	
<30 years	639
30-50 years	3982
>50 years	1531
Distribution by business segment	
Upstream	163
Industrial & Energy management	1133
Commercial	3990
Renewables & New business	119
Others	747
Distribution by region and gender	
Portugal	3282
Male	2013
Female	1269
Spain	2295
Male	990
Female	1305
Brazil	75
Male	45
Female	30
Africa	491
Male	391
Female	100
Rest of the world	9
Male	2
Female	7
No. of Employees by type of contract	
Fixed-term contract	439
Gestes	394
Non-gestes	45
Male	199
Female	240
Africa	12
Brazil	0
Spain	290
Portugal	136

	2021
Rest of the world	1
Indefinite duration contract	110
Gestes	54
Non-gestes	56
Male	69
Female	41
Africa	49
Brazil	0
Spain	0
Portugal	61
Rest of the world	0
Permanent contract	5603
Gestes	2547
Non-gestes	3056
Male	3173
Female	2430
Africa	430
Brazil	75
Spain	2005
Portugal	3085
Rest of the world	8
No. of Employees by type of working hours	
Part-time	95
Male	33
Female	62
Africa	0
Brazil	0
Spain	78
Portugal	17
Rest of the world	0
Full-time	6057
Male	3408
Female	2649
Africa	491
Brazil	75
Spain	2217
Portugal	3265
Rest of the world	9
Average seniority in service	12.28
Female	11.72
Male	12.73
Average permanent employee	6196
Female	2692
Male	3504

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

	2021
Entries (with Gestes)	778
<30 years	275
Female	129
Africa	2
Brazil	2
Spain	58
Portugal	67
Male	146
Africa	6
Brazil	2
Spain	51
Portugal	87
30-50 years	445
Female	218
Africa	4
Brazil	3
Spain	133
Portugal	78
Male	227
Africa	13
Brazil	8
Spain	107
Portugal	99
>50 years	58
Female	29
Africa	0
Brazil	0
Spain	27
Portugal	2
Male	29
Africa	1
Brazil	0
Spain	18
Portugal	10
Entries (without Gestes)	278
<30 years	79
Female	30
Africa	2
Brazil	2
Spain	1
Portugal	25
Male	49
Africa	6

	2021
Brazil	2
Spain	4
Portugal	37
30-50 years	192
Female	74
Africa	4
Brazil	3
Spain	15
Portugal	52
Male	118
Africa	12
Brazil	8
Spain	24
Portugal	74
>50 years	7
Female	0
Africa	0
Brazil	0
Spain	0
Portugal	0
Male	7
Africa	1
Brazil	0
Spain	0
Portugal	6
New hires rate (with Gestes)	12.56%
<30 years	44%
Female	44%
Africa	13%
Brazil	50%
Spain	54%
Portugal	41%
Male	44%
Africa	29%
Brazil	100%
Spain	61%
Portugal	38%
30-50 years	11%
Female	13%
Africa	6%
Brazil	13%
Spain	16%
Portugal	9%
Male	10%
Africa	6%
Brazil	24%

	2021
Spain	20%
Portugal	7%
>50 years	4%
Female	4%
Africa	0%
Brazil	0%
Spain	8%
Portugal	1%
Male	3%
Africa	1%
Brazil	0%
Spain	5%
Portugal	2%

Departures and Turnover rate

	2021
Departures (with Gestes)	739
<30 years	146
Female	74
Africa	2
Brazil	1
Spain	31
Portugal	40
Male	72
Africa	1
Brazil	0
Spain	19
Portugal	52
30-50 years	426
Female	162
Africa	11
Brazil	1
Spain	88
Portugal	62
Male	264
Africa	24
Brazil	2
Spain	44
Portugal	194
>50 years	167
Female	39
Africa	0
Brazil	0
Spain	18
Portugal	21
Male	128

	2021
Africa	15
Brazil	1
Spain	54
Portugal	58
Departures (without Gestes)	337
<30 years	32
Female	13
Africa	1
Brazil	1
Spain	3
Portugal	8
Male	19
Africa	0
Brazil	0
Spain	2
Portugal	17
30-50 years	214
Female	31
Africa	1
Brazil	1
Spain	8
Portugal	21
Male	183
Africa	10
Brazil	2
Spain	3
Portugal	168
>50 years	91
Female	16
Africa	0
Brazil	0
Spain	1
Portugal	15
Male	75
Africa	12
Brazil	1
Spain	9
Portugal	53
Turnover rate	2.92%
Region	
Africa	1.00%
Brazil	2.82%
Spain	2.37%
Portugal	3.59%
Gender	
Male	2.85%

	2021
Female	3.01%
Age and Region	
<30 years	10%
Africa	0%
Brazil	17%
Spain	9%
Portugal	11%
30-50 years	3%
Africa	2%
Brazil	2%
Spain	2%
Portugal	3%
>50 years	1%
Africa	0%
Brazil	0%
Spain	1%
Portugal	1%
Turnover rate – Galp figure	12%

GRI 403-9 Work-related injuries

Fatalities, Work-related injuries and Hours worked

	2021
Employees (number)	
Fatalities as a result of work-related injury	0
Female	0
Male	0
High-consequence work-related injuries	2
Female	0
Male	2
Geography	
South America	0
Africa	0
Europe	2
Business Segment	
Upstream	0
Industrial & Energy Management	2
Commercial	0
Renewables & New Businesses	0
Corporate	0
Recordable work-related injuries	21
Female	3
Male	18

	2021
Geography	
South America	0
Africa	4
Europe	17
Business Segment	
Upstream	0
Industrial & Energy Management	12
Commercial	9
Renewables & New Businesses	0
Corporate	0
Hours worked	11,312,838
Female	4,775,590
Male	6,537,247
Geography	
South America	326,176
Africa	1,036,658
Europe	9,950,004
Business Segment	
Upstream	326,176
Industrial & Energy Management	2,258,188
Commercial	7,709,406
Renewables & New Businesses	76,095
Corporate	942,973
Employees (rates)	
Fatalities as a result of work-related injury	0.00
Female	0.00
Male	0.00
High-consequence work-related injuries	0.18
Female	0.00
Male	0.31
Geography	
South America	0.00
Africa	0.00
Europe	0.20
Business Segment	
Upstream	0.00
Industrial & Energy Management	1.00
Commercial	0.00
Renewables & New Businesses	0.00
Corporate	0.00

	2021
Recordable work-related injuries	1.86
Female	0.63
Male	2.75
Geography	
South America	0.00
Africa	4.00
Europe	1.71
Business Segment	
Upstream	0.00
Industrial & Energy Management	5.31
Commercial	1.17
Renewables & New Businesses	0.00
Corporate	0.00
Contractors (number)	
Fatalities as a result of work-related injury	0
Female	0
Male	0
High-consequence work-related injuries	N/A
Female	N/A
Male	N/A
Geography	
South America	N/A
Africa	N/A
Europe	N/A
Business Segment	
Upstream	N/A
Industrial & Energy Management	N/A
Commercial	N/A
Renewables & New Businesses	N/A
Corporate	N/A
Recordable work-related injuries	18
Female	1
Male	17
Geography	
South America	0
Africa	1
Europe	17
Business Segment	
Upstream	0
Industrial & Energy Management	13

	2021
Commercial	4
Renewables & New Businesses	1
Corporate	0
Hours worked	11,225,712
Female	1,244,504
Male	9,981,208
Geography	
South America	32,642
Africa	840,411
Europe	10,352,660
Business Segment	
Upstream	32,642
Industrial & Energy Management	6,417,255
Commercial	4,216,886
Renewables & New Businesses	127,077
Corporate	431,853
Contractors (rates)	
Fatalities as a result of a work-related injury	0.00
Female	0.00
Male	0.00
High-consequence work-related injuries	N/A
Female	N/A
Male	N/A
Geography	
South America	N/A
Africa	N/A
Europe	N/A
Business Segment	
Upstream	N/A
Industrial & Energy Management	N/A
Commercial	N/A
Renewables & New Businesses	N/A
Corporate	N/A
Recordable work-related injuries	1.60
Female	1.00
Male	1.70
Geography	
South America	0.00
Africa	1.00
Europe	1.64

2021	
Business Segment	
Upstream	0.00
Industrial & Energy Management	2.03
Commercial	0.95
Renewables & New Businesses	7.87
Corporate	0.00
Main types of work-related injuries (Employees and contractors)	
In 2021, there were 39 accidents (21 of employees and 18 of service providers). The top 3 typologies of these accidents were: same-level falls, overexertion or strain and explosions or burns. Two were considered serious accidents (the employee did not fully recover, within six months, to the state before the injury): a second degree burn, in which one of the root causes was design; an amputation of the index fingertip of the left hand in which two of the root causes identified were design and risk assessment.	
Hazards that pose a risk of high-consequence injury (Employees and contractors)	
In all accidents, the NT-031 standard was applied, which requires a detailed investigation with the identification of immediate causes and roots. After identifying the causes, the research team proposes the respective corrective actions. The top 3 of the most identified root causes were: procedures, design and risk assessment.	
Other information (Employees and contractors)	
In all accidents, an investigation verification checklist is applied, which evaluates numerous aspects, such as whether the causes were correctly identified and subsequently the definition of corrective actions that prevent the identified causes. Each accident has an independent investigation and the actions developed/proposed are defined considering the hierarchy of controls and the place/Business Unit where the accident happened.	

LTIF – Lost- Time Injuries Frequency and TRIR – Total Recordable Injuries Rate

2021	
LTIF – Lost- Time Injuries Frequency	
LTIF – Galp employees	1.24
LTIF – Contractors	1.25
LTIF – Total	1.24
TRIR – Total Recordable Injuries Rate	
TRIR – Galp employees	1.86
TRIR – Contractors	1.60
TRIR – Total	1.73

Absenteeism

2021	
Absence days – absenteeism	
Male	43,614
Africa	3,290
Brazil	5
Spain	19,032
Portugal	21,287
Female	55,389
Africa	919
Brazil	25
Spain	38,421
Portugal	16,024
Absenteeism rate	
Africa	3.49%
Brazil	0.17%

2021	
Spain	10.44%
Portugal	6.15%
Male	5.14%
Africa	3.42%
Brazil	0.05%
Spain	7.98%
Portugal	4.24%
Female	8.50%
Africa	3.80%
Brazil	0.36%
Spain	12.34%
Portugal	5.23%
Absenteeism rate – Value Galp	6.60%

GRI 403-10: Work-related ill health

Work-related ill health

2021	
Employees (number)	
Fatalities as a result of work-related ill health	0
Female	0
Male	0
Work-related ill health participated	1
Female	1
Male	0
Work-related ill health declared/certified	1
Female	1
Male	0
Main types of work-related ill health	
Tendinitis, tendosynovitis and chronic myoten4dosynovitis, scapulohumeral periarthritis, condylitis, epicondylitis, epitrocleitis and styloiditis. These are pathologies caused by physical agents due to overload, repetitive and rapid movements or extreme joint movements. Physical risks, overload risk factors on tendon sheaths, peritendinous tissues, tendon or muscle insertions, due to the rhythm of the movements, the applied force and the work position or attitude.	

GRI 404-1: Other training indicators

	2021
Total investment in training (€)	1,846,869
Total investment in training/Employee (€/employee)	300.2
Training per area (hours)	181,655
Training per area (%)	100%
Technical (hours)	47,589
Technical (%)	26.20%
Behavioural and leadership (hours)	39,352
Behavioural and leadership (%)	21.66%
HR (hours)	3,959
HR (%)	2.18%
Languages (hours)	11,170
Languages (%)	6.15%
EQS (hours)	36,352
EQS (%)	20.01%
General management (hours)	7,407
General management (%)	4.08%
Accounting and finance (hours)	1,332
Accounting and finance (%)	0.73%
Commercial marketing management (hours)	5,062
Commercial marketing management (%)	2.79%
IT Systems (hours)	21,617
IT Systems (%)	11.90%
Legal (hours)	6,759
Legal (%)	3.72%
Provision & Logistics (hours)	412
Provision & Logistics (%)	0.23%
Administrative and secretarial (hours)	142
Administrative and secretarial (%)	0.08%
Others (hours)	501.63

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

	2021
Executive/Top Management	51
Male	41
Female	10
<30 years	0
30-50 years	36
>50 years	15
Portuguese	35
Other Nationalities	16
Middle/General Management	192
Male	141

	2021
Female	51
<30 years	0
30-50 years	119
>50 years	73
Portuguese	154
Other Nationalities	38
First Line Management/Supervisor	488
Male	308
Female	180
<30 years	5
30-50 years	345
>50 years	138
Portuguese	362
Other Nationalities	126
Specialists	1,590
Male	948
Female	642
<30 years	167
30-50 years	1,035
>50 years	388
Portuguese	1,005
Other Nationalities	585
Others	3,831
Male	2,003
Female	1,828
<30 years	467
30-50 years	2,447
>50 years	917
Portuguese	1,512
Other Nationalities	2,319
No. employees per nationalities	
Brazilian	111
Cape Verdean	270
Spanish	2,071
Gambian	0
Guinean	112
Mozambican	121
Portuguese	3,068
Others	399
Total no. of nationalities	56
Disability above 60%	
Total	39
Female	17
Male	22



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 GRI Standards 2021”, for the year ended in December 31, 2021, 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, GRI Standards, 2021”, 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 GRI Standards 2021”, 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 2021 (scopes 1 and 2); and
- b) limited assurance on whether the remaining sustainability information 2021, 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, GRI Standards, 2021", 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, 2021;
- (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.
- (ix) Verification that the sustainability information is aligned 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.

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 2021 calculation, disclosed in the Report " Galp - Non-financial information, GRI Standards, 2021".

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 International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the

International Ethics Standards Board for Accountants (IESBA Code) 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 2021 (scopes 1 and 2), identified above in the section "Responsibilities of the auditor", included in the Report " Galp - Non-financial information, GRI Standards, 2021", for the year ended in December 31, 2021, 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 GRI Standards 2021", for the year ended in December 31, 2021, 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, GRI Standards, 2021", the GRI Standards, for the option "Reference to GRI Standards".

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, GRI Standards, 2021" 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, GRI Standards, 2021" Report.

March 25, 2022

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

Ana Maria Ávila de Oliveira Lopes Bertão, ROC nº. 902
Registered with the Portuguese Securities Market Commission under nº 20160521

(This is a translation, not to be signed)