

Sustainability Standards Report

galp



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Sustainability Standards – GRI Content Index 2024

Statement of use	Galp has reported the information cited in this GRI Content Index for the period of January 1st 2024 to December 31st 2024 with reference to the GRI Standards.
GRI used	GRI 11: Oil and Gas Sector Standard

- [IR 2024](#): Annual Integrated Report 2024

GRI Standard	Disclosure	Reference or Content	GRI Sector Standard	UNGC Principles	SDG
GRI 2: General Disclosures 2021					
2-1	Organisational details	Galp Energia, SGPS, S.A. Avenida da Índia, 8, 1349-065 Lisboa, Portugal <ul style="list-style-type: none"> • IR 2024: Part I – About the report, 1.2. Our footprint; 1.5. Our presence in the capital markets 	-	-	-
2-2	Entities included in the organisation’s sustainability reporting	<ul style="list-style-type: none"> • IR 2024: Part I – About the report 	-	-	-
2-3	Reporting period, frequency and contact point	Galp publishes its integrated report yearly. This reporting period refers to January 1st 2024, to December 31st 2024. The publication is dated 7 April 2024. Information requests regarding sustainability should be sent to: sustainability@galp.com	-	-	-
2-4	Restatements of information	Any changes in relation to the previous year and related to the nature of business, disposals, mergers or acquisitions or measurement methodologies or definitions used are stated throughout the IMR 2024 when applicable.	-	-	-
2-5	External assurance	Independent assurance, according to the International Standard for Assurance Engagements (ISAE) 3000, was conducted by Ernst & Young Audit & Associados - SROC, S.A. <ul style="list-style-type: none"> • IR 2024: Part IV – 7. Independent report about sustainability information 	-	-	-
2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> • IR 2024: Part I – 1.2. Our footprint; 1.3. Our Value creation; 1.5. Our presence in the capital markets; 3.1. Upstream; 3.2. Industrial and Midstream; 3.3. Commercial; 3.4. Renewables & New Businesses • IR 2024: Part II – 4.4.2. Workers in the value chain 	-	-	-
2-7	Employees	No. of Employees: Total 7,086, Male 3,808, Female 3,278. No. of Employees by region: Europe 6,591; South America 112; Africa 380; Rest of the world 2. No. of Employees by contract type: Open-ended (Total 6,540, Male 3,528, Female 3,012), Fixed-term (Total 442, Male 233, Female 209), Uncertain Term (Total 104, Male 47, Female 57), Part-time (Total 0, Male 50, Female 155). No. of Employees by working hours: Full-time (Total 6,881, Male 3,758, Female 3,123), Part-time (Total 205, Male 50, Female 155). Non-guaranteed hours employees: non-applicable Additional disclosures can be found in: <ul style="list-style-type: none"> • IR 2024: Part II – 4.2. General Information • HR Annex in this document 	-	6	8

		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 depend on the projects to be executed each year in the different business segments. In 2024, the number of workers who are not employees was 7,312 materialised in the Commercial, Industrial & Midstream, Renewables, Innovation and New Businesses and Corporate businesses, in Portugal, Spain and Brazil. The decrease in value vs last year was mainly influenced by the turnaround in the Sines Refinery that happened in 2023, involving a high number of service providers.			
		Service providers by type of work performed			7,312
		Administrative			430
		Consultancy			40
2-8	Workers who are not employees	Project management			254
		Cleaning			618
		Logistics			680
		Medical services			59
		Catering			71
		IT technical services			108
		Safety / Surveillance			245
		Construction			2,316
		Inspection / Operation			385
		Technical assistance / Maintenance			2,106
2-9	Governance structure and composition	<ul style="list-style-type: none"> IR 2024: Part II – Section C. Internal organisation 			-
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. 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. In addition, Galp's Board of Directors has approved the Diversity Policy for the Management and Supervisory Bodies, by which Galp undertakes, in accordance with the powers of each body, efforts to promote diversity in its administrative and supervisory bodies, particularly with regard to the following criteria: age, gender, geographical origin, qualifications and professional experience.</p> <ul style="list-style-type: none"> Galp website – Governance model and bodies 			-
2-11	Chair of the highest governance body	<ul style="list-style-type: none"> IR 2024: Part II – Section B. Corporate bodies and committees Galp website – Governance model and bodies 			-
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. Resolutions of the Board of Directors shall be approved by a simple majority of the votes cast, except in relation to the matters detailed below, which require a qualified majority of two-thirds of the votes cast, in accordance with Article 17 of the Articles of Association.</p> <ul style="list-style-type: none"> Galp website – Governance model and bodies 			-
2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> IR 2024: Part II – Section B. Corporate bodies and committees II. Management and supervision 			-
2-14	Role of the highest governance body in sustainability reporting	The Integrated Report is reviewed and approved annually by the Board of Directors			-

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. 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"> • Internal standard Galp Group related parties' transactions • Internal standard Management of conflicts of interest <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	<ul style="list-style-type: none"> • IR 2024: Part II – Section C. Internal organisation (Item 29 – Ethics and Conduct Committee; 49 – Means and policies for communicating irregularities occurring within the Company.) 	-	-	-
2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> • IR 2024: Part II – Section B. Corporate bodies and committees (Item 19 – Professional qualifications and other relevant information about each member of the Board of Directors, the General and Supervisory Board and the Executive Board) 	-	-	4
2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> • IR 2024: Part II – B. Corporate bodies and committees (Item 24, 25); Section D. Remuneration (Item 69, 70 and 71) 	-	-	-
2-19	Remuneration policies	<ul style="list-style-type: none"> • Remuneration Policy • IR 2024: Part II – Section D – Remuneration (I to VI)) 	-	-	-
2-20	Process to determine remuneration	<ul style="list-style-type: none"> • IR 2024: Part II – Corporate Governance Report (Information on the Company's shareholding structure, organisation and governance, Section D – Remuneration (I to VI)) 	-	-	-
2-21	Annual total compensation ratio	<p>Total annual CEO remuneration / Average total annual remuneration of employees: 43.80 Total annual CEO remuneration / Median total annual remuneration of employees: 74.11 % increase in total annual CEO remuneration / Average total annual remuneration of employees: 3.97% % increase in total annual CEO remuneration / Median total annual remuneration of employees: 17.91%</p>	-	-	-
2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> • IR 2024: Part I – Message from the Board of Directors 	-	-	-
2-23	Policy commitments	<p>At Galp, all policies are approved by the Board of Directors.</p> <ul style="list-style-type: none"> • Galp website: Corporate Policies 	-	-	-
2-24	Embedding policy commitments	<ul style="list-style-type: none"> • IR 2024: Part I – 4.4. Social Information • IR 2024: Part I – 4.5. Governance Information (Embed sustainability in our culture; Transparency and ethics as key principles) • IR 2024: Part I – 4.5. Governance Information (Transparency and ethics as key principles) 	-	-	-
2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> • IR 2024: Part II – Section B – Corporate Bodies and Committees II – Management and supervision; C – Internal organisation II – Communication of irregularities • Galp website – Open Talk 	-	-	-
2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> • IR 2024: Part II – Section B – Corporate Bodies and Committees II – Management and supervision; C – Internal organisation II – Communication of irregularities) • Galp website – Open Talk • Galp website: Corporate documents 	-	-	16
2-27	Compliance with laws and regulations	<p>There were no significant instances of non-compliance with laws and regulations neither any monetary fines paid under the reporting period of 2024. Note: Galp considers significant fines those over € 100 k.</p>	-	-	-
2-28	Membership associations	Galp maintains a network with associations and industry partners for cooperating, sharing, understanding and developing knowledge.	-	-	-

		<ul style="list-style-type: none"> IR 2024: Part I – 4.1. – Introduction 			
		Customer satisfaction: Net Promoter Score (NPS)			NPS
		B2C Portugal (Service Stations)			73
		B2C Spain (Service Stations)			78
2-29	Approach to stakeholder engagement	B2C Gas & Power			72
		Customer Care Portugal (Oil)			73
		Customer Care Portugal (Gas & Power)			74
		NPS formula: (Number of Promoters – Number of Detractors) / Number of responses x 100			
		Percentage of employees covered by Collective Bargaining Agreements: 74.71%			
		Number of employees: 5,294			
		As stated in the employment contract, between the employee and any company of the group, the employment relationship is governed by the law and by the internal rules applicable at Galp.			
		It should be noted that there are working conditions that, because they constitute imperative rights and duties, insusceptible of being changed by the will of the parties are, regardless of the existence of collective labour regulation instruments (IRCT) in which the collective labour agreement is included (ACT), regulated by law, namely by the Labour Code.			
2-30	Collective bargaining agreements	In conclusion:			
		1. Working conditions are regulated in the written employment contract signed by the employee and the employer/company of the Galp group;			
		2. If the worker is not covered by IRCT/ACT, in what is omitted in the employment contract, it is applied what the Law determines (e.g. Labour Code with regard to rules of an imperative nature or of minimum guarantee) and internal rules, these prevailing if they are more favourable;			
		3. If the worker is covered by IRCT/ACT, in what is omitted in the employment contract, it is applied what the Law determines (e.g. Labour Code regarding matters of an imperative nature), the which provide for the applicable IRCT and internal rules, these prevailing if they are more favourable.			
		GRI 3: Material Topics 2021			
3-1	Process to determine material topics	<ul style="list-style-type: none"> IR 2024: Part I – 2.2. - Creating sustainable value 			
3-2	List of material topics	<ul style="list-style-type: none"> IR 2024: Part I – 2.1. - Creating sustainable value 			
		GRI 200: Economic Series			
		Aspect: Economic Performance 2016			
		Direct economic value generated (€ million)			21,370
		Revenues (net sales)			21,311
		Revenues (sale of assets)			4
		Revenues (dividends from shareholdings)			11
		Revenues (interest on financial loans)			45
		Distributed direct economic value (€ million)			20,229
201-1	Direct economic value generated and distributed	Operating costs		11-14; 11-21	17,639
		Employee wages and benefits			451
		Payments to providers of capital			935
		Payments to government			1,170
		Community investments			34
		Direct economic value retained (€ million)			1,141
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 IR 2024 – 4.3.1. Climate change			
201-3	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> IR 2024: Part III – 17. Retirement benefit obligations 			

		Galp receives financial assistance from the government through the SIFIDE II- Sistema de Incentivos Fiscais à Investigação Empresarial, to obtain an Innovation & Development tax credit.			
					Tax Credits (€)
		Portugal			9,121,077
		Spain			0
201-4	Financial assistance received from government				Financial Incentives (€)
		Portugal			1,197,839
		Europe			908,208
		Total Portugal			10,318,915
		Total Europe			908,208
		Públicas, SGPS, S.A. (Parpública)			
Aspect: Market Presence 2016					
					Female
					Male
		Portugal			1.09
		Spain			1.02
		Brazil			6.30
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Cape Verde			1.18
		Guinea Bissau			0.00
		Angola			3.66
		Mozambique			2.24
		Rest of the world			2.87
202-2	Proportion of senior management contracted from the local community	Hired locally (excludes expatriates): 98%			
		Proportion of local hiring in relation to total (excludes expatriates and impatriates): 81%; Portugal: 80%; Spain: 100%; Brazil: 50%.			
		Operations in the above-identified countries are understood to be local operations. The definition of "senior management" is made in accordance with Galp's internal definitions.			
		• IR 2024 : Part I – 4.4.3. Affected Communities			
Aspect: Indirect Economic Impacts 2016					
		• IR 2024 : Part IV Appendices – 3. Report on payments to public administrations – 7. Payments (Infrastructure improvements)			
					€
		Cash			32,491,490
		Time			305,374
		In-kind: contributions of product, equipment, etc.			2,061,312
		In-kind: Pro bono contributions of services			0
203-1	Infrastructure investments and services supported	Management costs			1,408,514
		Total			36,375,014
					Motivation (€)
		Charitable gifts			1,677,153
		Community investment			32,494,648
		Commercial initiatives in the community			646,375
		Total			34,818,176

	Subject Focus – Focus Area (€)
Education	27,129,843
Health	23,756
Economic development	961,488
Environment	529,798
Arts/Culture	1,011,092
Social welfare	5,162,198
Emergency relief	0
Other Support	0
Total	34,818,176

	Subject focus – SDG (€)
GOAL 1: No Poverty	0
GOAL 2: Zero Hunger	31,403
GOAL 3: Good Health and Well-being	24,870
GOAL 4: Quality Education	26,993,626
GOAL 5: Gender Equality	0
GOAL 6: Clean Water and Sanitation	24,855
GOAL 7: Affordable and Clean Energy	2,254,959
GOAL 8: Decent Work and Economic Growth	81,784
GOAL 9: Industry, Innovation and Infrastructure	0
GOAL 10: Reduced Inequality	3,966,052
GOAL 11: Sustainable Cities and Communities	487,345
GOAL 12: Responsible Consumption and Production	0
GOAL 13: Climate Action	527,026
GOAL 14: Life Below Water	1,133
GOAL 15: Life on Land	124,082
GOAL 16: Peace, Justice and Strong Institutions	0
GOAL 17: Partnerships to achieve the Goals	301,040
Total	34,818,176

	Global breakdown (€)
UK	0
Rest of Europe	8,882,305
Middle East and Africa	1,002,680
Asia-Pacific	0
North America	23,037
South America	24,910,154
Total	34,818,176
Total with management costs	1,408,514

	Community Outputs
Total number of direct beneficiaries	1,684,768
Total number of beneficiary organisations	5,098

	Business Outputs
Number of employees involved in Company time	1,957
Number of hours of employees involved in Company time	11,859

Number of different stakeholders aware of activities

		Customers / consumers	60,000		
		Suppliers / distributors	0		
		Other influential stakeholders	5,330,274		
		Value of media coverage generated	663,972		
					Business Impacts
		Improved their job-related skills	410		
		Improve their personal effectiveness (e.g. more confident)	400		
		Make a positive change in behaviour / attitude	771		
203-2	Significant indirect economic 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 2024, Galp made a total of € €1,148 million of purchases, distributed by 4,613 suppliers, of which 1,237 correspond to Tier 1 suppliers (suppliers with contracts exceeding €50 k). Purchases by business segment (%): Upstream (19.94%); Industrial & Midstream (40.68%); Commercial (18.13%); Corporate services (17.01%); Renewables, Innovation and New Businesses (3.81%). Local purchases by country (%): Portugal (73.71%); Spain (83.15%); Brazil (91.68%); S. Tomé and Príncipe (83.64%); Netherlands (77.28%); Namibia (88.91%); Mozambique (95.49%). Galp's information by geographic location (country) and operations in the countries identified above.		11-14	- 12
		Aspect: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	All operations that meet any of the 12 criteria set out in our internal procedure for verifying integrity and preventing money laundering are subject to due diligence by the Compliance Function, at the request of Galp companies or any other organisational units. The results of the assessments are based on quantitative and qualitative criteria. In 2024, 2,351 counterparty assessments were analysed through our Compliance system. Note: Galp partially discloses this indicator.		11-20	10 16
205-2	Communication and training in anti-corruption policies and procedures	Galp communicates regularly to its employees and partners information related to anti-corruption and ethics awareness through the form of training, webinars, news, welcome guides, among others. In 2024, training was made available across the Galp Group specifically focused on the prevention of corruption. Employees who received anti-corruption training Senior grade 239 Middle grade 651 Other grade 3,484 Employees who received anti-corruption training Senior grade 3.4% Middle grade 9.2% Other grade 49.2% Employees who received anti-corruption training Portugal 4,374 Spain 3,158 Brazil 907 Africa 95 Rest of the world 211 3 Employees who received anti-corruption training Portugal 61.7% Spain 44.6% Brazil 12.8% Africa 1.3% Rest of the world 3.0% 0%		11-20	- 16
		• IR 2024 : Part I – 4.5.1. Business conduct			

205-3	Confirmed cases of corruption and measures taken	Galp registered no cases of corruption in 2024.	11-20	10	16
Aspect: Anti-competitive behaviour 2016					
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	No lawsuits were filed on this issue in 2024.	11-19	-	16
Aspect: Tax 2019					
207-1	Approach to tax	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. • Tax Policy The internal Accounting and Tax department is responsible for proposing and implementing the Galp Group fiscal strategy for all jurisdictions in which it operates or intends to operate, aligned with the Tax Policy approved by the Board of Directors.	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 minimise 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. The Accounting & Tax department is responsible for promoting, coordinating and monitoring the implementation of a formal internal control system at the Galp Group, particularly for internal controls on financial reporting, as well as supervising and monitoring the mechanisms necessary for the effectiveness thereof, also defining and promoting the annual cycle of relevant activities within the scope of an internal control system for financial reporting, as well as report on Galp Group performance in matters relating to internal controls for financial reporting.	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 2024 : Part IV – 16. Taxes, deferred income taxes and contributions. Note: indicator partially reported.	11-21	-	-
GRI 300: Environmental Series					
Aspect: Materials 2016					
301-1	Materials used by weight or volume	Crude oil processed at the Sines Refinery: 10,741,777 ton. Feedstock processed at the Sines Refinery: 12,547,237 ton.	-	7; 8	8; 12
301-2	Recycled input materials used	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. The percentage of recycled materials used in Galp's operations is 0.13%.	-	7; 8	8; 12
301-3	Reclaimed products and their packaging materials	Weight of SPV (Sociedade Ponto Verde) packages: – Plastic (ton): 125 – Paper and carton (ton): 88 – Steel (ton): 551 – Wood (ton): 350 – Total (ton): 1,114 Percentage of reclaimed products and their packaging materials: 98%	-	7; 8	8; 12

Aspect: Energy 2016					
302-1	Energy consumption within the organisation	<ul style="list-style-type: none"> IR 2024: Part I – 4.3.1.3. Metrics and Targets 			
		Direct energy consumption by primary sources (TJ) ¹	25,644		
		Purchase of electricity (GJ) ²	1,850,751		
		Electricity production (GJ) ³	21,661,992	11-1	7; 8; 7; 8; 12; 13
		Electricity sold (GJ) ³	24,681,600		
		¹ The main fuels used are NG and fuelgas. This includes all Galp business segments.			
		² Includes all Galp business segments (Upstream; Industrial & Midstream; Commercial; Renewables, Innovation & New businesses).			
		³ The production and sale of electricity relate to Industrial & Midstream (Sines refinery); Commercial (Agroger) and Retail (service stations).			
302-2	Energy consumption outside the organisation	Galp monitors and reports the energy consumption outside the organisation, namely fuel oil consumption by the fleet of service providers. Energy consumption connected to the service providers (GJ): 1,043,320		11-1	8; 7; 8; 12; 13
302-3	Energy intensity	Galp calculates energy intensity ratios for its most relevant operations, namely: Industrial & Midstream and Upstream (non-operated). Sines Refinery – Energy Intensity Index (EII)	95%	11-1	8; 7; 8; 12; 13
302-4	Reduction of energy consumption	<ul style="list-style-type: none"> IR 2024: Part I – 4.3.1. Climate change Note: indicator partially reported.		-	8; 9; 7; 8; 12; 13
302-5	Reductions in energy requirements of products and services	<ul style="list-style-type: none"> IR 2024: Part I – 3.3. Commercial IR 2024: Part I – 4.3.1. Climate change 		-	8; 9; 7; 8; 12; 13
Aspect: Water and Effluents 2018					
303-1	Interactions with water as a shared resource	<ul style="list-style-type: none"> IR 2024: Part I – 4.3.2.2. Water and Marine resources 		11-6	-
303-2	Management of water discharge-related impacts	<ul style="list-style-type: none"> IR 2024: Part I – 4.3.2.2. Water and Marine resources IR 2024: Part I – 4.3.2.2. Water and Marine resources 		11-6	-
			thousand m3		
		Total water withdrawal	7,941		
		Surface water	6		
		Groundwater	187		
		Seawater	104		
		Produced water	0		
		Third-party water	7,707		
		Total water withdrawal from all areas with water stress	7,657		
303-3	Water withdrawal			11-6	7; 6; 6
		Surface water	6		
		Groundwater	143		
		Seawater	82		
		Produced water	0		
		Third-party water	7,475		
		Total water withdrawal by category	7,941		
		Freshwater	7,836		
		Other water	104		
Water consumption is calculated using standard methodologies, e.g., billing, meter reading or estimation.					

		<ul style="list-style-type: none"> IR 2024: Part I – 4.3.2.1.2. Metrics and Targets <p>All effluents from Galp’s facilities are subject to proper treatment, in order to prevent or minimise the environmental impact and ensure compliance with all the legal requirements in force in each geography.</p>			
			Thousand m3		
		Total water discharge	4,743		
		Surface water	55		
		Groundwater	174		
	Water discharge	Sea water	613	11-6	8 6
		Third-party water	3,901		
		Total water discharge by category	4,743		
		Freshwater	4,130		
		Other water	613		
		Total water discharge in areas with water stress	4,622		
		Freshwater	4,136		
		Other water	607		
		Effluent production is determined by standard methodologies, e.g., billing or estimating.			
303-4	Hydrocarbons discharge	Concentration of hydrocarbons discharged in produced water and process wastewater (mg/L): 10.54 (Sines Refinery)		11-6	8 6
		<ul style="list-style-type: none"> IR 2024: Part I – 4.3.2.2. Water and Marine resources 			
			Thousand m3		
303-5	Water consumption	Total water consumption	3,198	11-6	8 6; 8; 12
		Total water consumption from all areas with water stress	3,036		
		<ul style="list-style-type: none"> IR 2024: Part I – 4.3.2.2. Water and Marine resources 			
			Thousand m3		
-	Reused water	Total volume of water reused	1,515	-	8 6; 8; 12
		Percentage of water reused	19 %		
Aspect: Biodiversity 2016					
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity outside protected areas	139 of the 431 Galp’s sites, equivalent to 32%, are located in areas of high importance for biodiversity. These sites are all located in Portugal and Spain.		11-4	8 6; 14; 15
		<ul style="list-style-type: none"> IR 2024: Part I – 4.3.2.3. Biodiversity and ecosystems 			
304-2	Significant impacts of activities, products, and services on biodiversity	<ul style="list-style-type: none"> IR 2024: Part I – 4.3.2.3. Biodiversity and ecosystems 		11-4	8 6; 14; 15
304-3	Habitats protected or restored	<ul style="list-style-type: none"> IR 2024: Part I – 4.3.2.3. Biodiversity and ecosystems IR 2024: Part I – 4.3.2.3. Biodiversity and ecosystems <p>A total of 139 sites are within areas of high importance of biodiversity. See 304-1.</p>		11-4	8 6; 14; 15
			Species		
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Critically Endangered (CR)	1,694	11-4	8 6; 14; 15
		Endangered (EN)	4,670		
		Vulnerable (VU)	6,805		
		Near Threatened (NT)	9,680		
		Least Concern (LC)	61,662		
Material Aspect: Emissions 2016					

3-3	Management of material topics	<p>The topic "Emissions" is related to the theme "Climate change", which is a material theme for Galp. 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 2024 or in the sustainability channel. 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> <ul style="list-style-type: none"> • IR 2024: Part I – 4.3.1. Climate change • Climate Change Policy • Remuneration Policy 	11-1; 11-2; 11-3	-	-								
305-1	Direct (scope 1) GHG emissions	<p>Direct (scope 1) GHG emissions: 3,128,177 tonCO₂e Percentage of gross direct (scope 1) GHG emissions from CH₄: 0.71%</p> <ul style="list-style-type: none"> • IR 2024: Part I – 4.3.1.2. Strategy and impact, risk and opportunity management <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								
305-2	Indirect (scope 2) GHG emissions	<p>Indirect (scope 2) GHG emissions: 8,820 tonCO₂e</p> <ul style="list-style-type: none"> • IR 2024: Part I – 4.3.1.2. Strategy and impact, risk and opportunity management <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								
305-3	Other indirect (scope 3) GHG emissions	<p>Other indirect (scope 3) GHG emissions: 42,717,945 tonCO₂e</p> <ul style="list-style-type: none"> • IR 2024: Part I – 4.3.1.2. Strategy and impact, risk and opportunity management <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	GHG emissions intensity	<ul style="list-style-type: none"> • IR 2024: Part I – 4.3.1.2. Strategy and impact, risk and opportunity management <p>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.</p> <table border="1"> <tr> <td>Carbon intensity (Refining)</td> <td></td> </tr> <tr> <td>Sines refinery (CO₂/CWT)</td> <td>28.1</td> </tr> <tr> <td>Carbon intensity (Upstream)</td> <td></td> </tr> <tr> <td>Total (kg CO₂/boe)</td> <td>10.1</td> </tr> </table>	Carbon intensity (Refining)		Sines refinery (CO ₂ /CWT)	28.1	Carbon intensity (Upstream)		Total (kg CO ₂ /boe)	10.1	11-1	8	13; 14; 15
Carbon intensity (Refining)													
Sines refinery (CO ₂ /CWT)	28.1												
Carbon intensity (Upstream)													
Total (kg CO ₂ /boe)	10.1												
305-5	Reduction of GHG emissions	<p>See indicator 302-4 and 302-5.</p> <ul style="list-style-type: none"> • IR 2024: Part I – 4.3.1.2. Strategy and impact, risk and opportunity management 	11-2	8; 9	13; 14; 15								
305-6	Emissions of ozone-depleting substances (ODS)	<p>Galp does not manufacture or commercialise products that emit substances harmful to the ozone layer. On the other hand, Galp ensures compliance with the applicable regulations of the equipment it uses that contains these substances, verifying this compliance through specific checks as well as 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.</p>	-	7; 8	3; 12								
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	<ul style="list-style-type: none"> • IR 2024: Part I – 4.3.2.1. Pollution <p>Internationally accepted emission factors (EEA; EPA) applied to energy consumptions are used to calculate emissions. In Refining, emissions are measured continuously.</p>	11-3	7; 8	3; 12; 14; 15								

Aspect: Waste 2020

306-1	Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> IR 2024: Part I – 4.3. Environmental Information 	11-5	8	3; 6; 12; 14
306-2	Management of significant waste-related impacts	<ul style="list-style-type: none"> IR 2024: Part I – 4.3. Environmental Information IR 2024: Part I – 4.3. Environmental Information 	11-5	8	3; 6; 12; 14
		tonnes			
		Total waste generated		40,416	
		Recovered		23,854	
		Disposed		17,024	
		Percentage of total waste recovered (%)		59 %	
	Waste generated	By category:			
		Hazardous waste		22,150	11-5; 11-8
		Recovered		6,036	
		Disposed		16,114	
		Non-hazardous waste		18,727	
		Recovered		17,818	
		Disposed		909	
		Waste production is determined through waste control guides provided by the service providers.			
	Significant spills	Losses of primary containment that reached the environment (no.) (>150 l): 4			
		Losses of primary containment that reached the environment (L) (>150 l): 7774	11-8	-	-
		<ul style="list-style-type: none"> IR 2024: Part I – 4.3. Environmental Information 			
306-3		Tier 1			
		Process safety events		2	
		Process safety events rate		0.07	
				Business Unit	
		Upstream		0	
		Industrial & Midstream		1	
		Commercial		1	
		Renewables, Innovation and New Businesses		0	
		Corporate		0	
	Process safety events	Tier 2	11-8	-	-
		Process safety events		6	
		Process safety events rate		0.21	
				Business Unit	
		Upstream		0	
		Industrial & Midstream		3	
		Commercial		3	
		Renewables, Innovation and New Businesses		0	
		Corporate		0	
		Tier 3			
		Process safety events		83	
		Process safety events rate		2.88	

		Business Unit		
Upstream		4		
Industrial & Midstream		64		
Commercial		15		
Renewables, Innovation and New Businesses		0		
Corporate		0		
Tier 1 is a primary containment loss of major consequences: unplanned release of any material, including non-toxic and non-flammable materials, from a process that results in a very serious consequence.				
Tier 2 is a primary containment loss of minor consequences: unplanned release of any material, including non-toxic and non-flammable materials, which results in a consequence.				
306-4	Waste diverted from disposal	Galp does not have enough information to report the information required for this indicator. Despite 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 required for this indicator. Despite 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 2024: Part I – 4.4. Social Information 			
		In 2024, Galp had 1,237 tier 1 suppliers, 535 critical suppliers and 168 tier n-1 suppliers.			
		Certification of suppliers:			
		International Standard			
		Quality (ISO 9001)	3,263		
		Environment (ISO 14001)	3,504		
		Security (OHSAS 18001)	3,514		
		Other certifications	3,504		
		Certification of tier 1 suppliers:			
		International Standard			
		Quality (ISO 9001)	570		
308-1	New suppliers that were screened using environmental criteria	Environment (ISO 14001)	371		
		Security (OHSAS 18001)	348		
		Other certifications	197		
		Supplier audits:			
		Audits			
		No. audits to suppliers	288		
		No. audits to tier 1 suppliers	227		
		No. critical tier 1 suppliers audited	135		
		No. critical tier n-1 suppliers audited	0		
		No. tier 1 suppliers audited with high sustainability risk	3		
		% audited tier 1 suppliers	18.4%		
		% critical certified tier 1 suppliers	20.1%		
		Sustainability risk:			

		Sustainability risk			
		No. of tier 1 suppliers evaluated	1,122		
		No. of critical tier 1 suppliers evaluated	639		
		No. of critical tier n-1 suppliers evaluated	152		
		% tier 1 suppliers evaluated in terms of ESG	90.7%		
		% critical suppliers evaluated in terms of ESG	94.9%		
		No. of tier 1 suppliers with high sustainability risk	21		
		No. of critical tier n-1 suppliers with high sustainability risk			
		No. of tier 1 suppliers with high economic sustainability risk	21		
		No. of tier 1 suppliers with high environmental sustainability risk	0		
		No. of tier 1 suppliers with high social sustainability risk	0		
		No. of high-risk critical tier n-1 suppliers subject to audits	4		
		% of high-risk tier 1 suppliers subject to audits			
		% critical tier 1 suppliers for whom Galp is a major customer (>30% turnover)	12.2%		
		No. tier 1 suppliers evaluated in the last 3 years	1,122		
		% tier 1 suppliers evaluated in the last 3 years	90.7%		
		No. critical tier n-1 suppliers evaluated in the last 3 years	152		
		% critical tier n-1 suppliers evaluated in the last 3 years	90.5%		
		Average days of payments to suppliers	47		
		Supplier pre-qualification effectiveness	99.8%		
308-2	Negative environmental impacts in the supply chain and actions taken	No tier 1 (critical and non-critical) suppliers with high environmental sustainability risk were identified. • IR 2024 : Part I – 4.4. Social Information	-	8	-
GRI 400: Social Series					
Employment 2016					
401-1	New employee hires and employee turnover	• IR 2024 : Part I – 4.4.1. Own workforce • HR Annex in this document Note: turnover calculation excludes the 108 workers from Guinea-Bissau who are no longer part of Galp's staff due to the sale of the operation during 2024.	11-10	-	5; 8
401-2	Benefits granted to full time employees that are not provided to temporary 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) Right to take leave (M&F): 100% Rate of return (M&F): 100% ¹ Retention rate (M&F): 100% ¹	11-10	-	8
401-3	Parental leave	Employees that returned to work after parental leave ended: 284 (Male 142, Female 142) Employees that returned to work after parental leave ended that were still employed 12 months after their return to work: 284 (Male 142, Female 142) 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 periods regarding operational changes	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 "Health and Safety" theme, which is a material theme for Galp. 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 2024 and in the sustainability channel. 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 2024: Part I – 4.1. Social Information 	11-8; 11-9	-	-
403-1	Occupational health and safety management system	Galp has a clear ambition: to be the safest energy company in the world. As part of this journey, we have reinforced our commitment to continuous improvement by using our Integrated Management System (IMS) as a key tool to ensure compliance, drive operational excellence, and incorporate lessons learned over time. Galp's IMS integrates and standardises management requirements, namely in accordance with the scope defined in the certificates: <ul style="list-style-type: none"> ISO 9001 and ISO 14001 certification ISO 50001 certification at the Sines Refinery EN 12591:2009 (CE marking) at the Viana de Castelo Park Health, Safety and Security – fully integrated into the system Within this framework, we have also reviewed the certification scope to reflect the evolution of our activities and to strengthen our commitment to managing occupational health and safety risks, in line with ISO 45001. The implementation of this standard enhances Galp's compliance with applicable legislation and other requirements, promotes risk prevention, and drives continuous improvement throughout the lifecycle of our activities, products, and services. We are laying the foundations for Galp to become a Learning Organisation, with Operational Excellence as a key pillar of this transformation. More information at: <ul style="list-style-type: none"> IR 2024: Part I – 4.4.2. Workers in the value chain 	11-9	-	3; 8
403-2	Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> IR 2024: Part I – 4.4.1.1. Strategy and impact, risk and opportunity management 	11-9	-	3; 8
403-3	Occupational health services	Occupational health ensures that employees' health is properly monitored according to the risks to which they are exposed in the workplace. This monitoring includes all assessment procedures carried out through health examinations, biological monitoring, radiological assessment, questionnaires or interviews, analyses of health records, etc. In the event of exposure to risks (ergonomic, environmental or other), Occupational Medicine makes recommendations for mitigating or eliminating these risks in the employee's Fitness File or on visits to the workplace (Occupational Physician's reports). All workers are monitored by the health services (every 2 years, annually or less, according to medical criteria and depending on the risks to which they are exposed), and at any time the employee themselves can request an (occasional) medical examination from Occupational Medicine, if necessary. The Occupational Medicine services carry out internal audits (to ensure legal compliance and continuous improvement) and are certified within the scope of the integrated management system, thus guaranteeing the respective quality of service. <ul style="list-style-type: none"> IR 2024: Part I – 4.4.1. Own workforce 	11-9	-	3; 8
403-4	Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> IR 2024: Part I – 4.4.1. Own workforce 	11-9	-	3; 8
403-5	Worker training on occupational health and safety	In 2024, a total of 10,886 training hours on safety and health topics, with 10,882 participations. We highlight as relevant topics first aid, emergency response, defensive driving and Safe Energy. <ul style="list-style-type: none"> IR 2024: Part I – 4.4.1. Own workforce 	11-9	-	3; 8

403-6	Promotion of worker health	Galp ensures the provision of healthcare to its employees and their families through a Health Insurance, granting access to a wide network of doctors, clinics, hospitals, and other healthcare providers. In Portugal, the Company also operates Galp Medical Centers, located across different geographical areas of its operations, providing access to primary medical care (general and family medicine, internal medicine) and some specialty consultations. Performance in this area is constantly monitored. Galp promotes the health and well-being of its employees by encouraging the adoption of healthy behaviors and an active lifestyle (e.g., nutrition consultations, promotion of physical activity, smoking cessation), and conducting awareness campaigns and disease prevention, such as breast and prostate cancer, cardiovascular diseases, and obesity. Similar to previous years, in 2024, Galp continued to promote various well-being initiatives, such as yoga and pilates, psychological support, nutrition consultations, workshops on healthy eating and lifestyle habits (sleep). Galp is focused on ensuring the same health and well-being experience for each of its employees, across all its locations and geographies, and ensuring that all its employees feel healthier, more productive, and happier. More information at: • IR 2024 : Part I – 4.4.2. Workers in the value chain	11-9	-	3; 8
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	• IR 2024 : Part I – 4.4.1. Own workforce	11-9	-	3; 8
403-8	Workers covered by an occupational health and safety management system	100% of Galp's employees are covered by the internal Safety Management System, which is currently under review, and which is applicable to all business units and geographies where the organisation operates. Employees covered % of employees covered	11-9	-	8
		7,086			
		100 %			
403-9	Work-related injuries	• IR 2024 : Part I – 4.4.1.2. Metrics and Targets • HR Annex in this document	11-9	-	3; 8
403-10	Work-related ill health	• IR 2024 : Part I – 4.4.1.2. Metrics and Targets • HR Annex in this document	11-9	-	3; 8
Aspect: Training and Education 2016					
404-1	Average hours of training per year per employee	• IR 2024 : Part I – 4.4.1.1. Strategy and impact, risk and opportunity management • HR Annex in this document Training hours (Total) Senior Grade Male Female Middle Grade Male Female Other Grade Male Female Gender Male Female Training per employee (h/employee) Male Female Senior Grade Middle Grade Other Grade	11-10; 11-11	-	4; 5; 8
		205,998			
		9,298			
		6,711			
		2,587			
		33,420			
		22,587			
		10,833			
		163,281			
		102,321			
		60,960			
		205,998			
		131,619			
		74,380			
		29			
		35			
		23			
		32			
		43			
		27			

404-2	Programs for upgrading employee skills and transition assistance programs	Galp supports reskilling and upskilling programs to prepare employees for future work. These include learning experiences in negotiation, team management, data literacy, and stakeholder management. The continuous development of renewable energy projects, biofuels and green hydrogen, promotes accessibility for workers affected by the transition. Additionally, Galp fosters continuous learning through new e-learning tools and development experiences tailored to employees' needs.	11-7; 11-10	-	8
-	Closure and rehabilitation	<ul style="list-style-type: none"> • IR 2024: Part I – 4.4.1. Own workforce <p>During 2024, Galp continued the rehabilitation plan in place at Matosinhos refinery.</p> <ul style="list-style-type: none"> • IR 2024: Part II – Section C. Internal organisation (53. Details and description of the major economic, financial and legal types of risks to which the Company is exposed in the pursuit of its business activity.) <p>Performance evaluation:</p>	11-7	-	-
404-3	Percentage of employees receiving regular performance and career development reviews	<p>Senior Grade</p> <p>Male 100%</p> <p>Female 100%</p> <p>Middle Grade</p> <p>Male 100%</p> <p>Female 100%</p> <p>Other Grade</p> <p>Male 99%</p> <p>Female 98%</p>	-	6	5; 8
Aspect: Diversity and Equal Opportunities 2016					
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> • IR 2024: Part I – 4.4.1. Own workforce • HR Annex in this document 	11-11	-	5; 8
405-2	Ratio of basic salary and remuneration of women to men	<p>Remuneration:</p> <p>BASIC ANNUAL SALARY</p> <p>Average Ratio – Senior grade 0.94</p> <p>Average Ratio – Middle grade 0.98</p> <p>Average Ratio – Other grades 0.87</p> <p>ANNUAL TOTAL REMUNERATION</p> <p>Average Ratio – Senior grade 0.85</p> <p>Average Ratio – Middle grade 0.98</p> <p>Average Ratio – Other grades 0.86</p> <p>The data above refers to the most representative countries in terms of headcount, encompassing all business units operating in these countries (Portugal and Spain).</p>	11-11	6	5; 8; 10
Aspect: Non-discrimination 2016					
406-1	Incidents of discrimination and corrective actions taken	<p>16 cases identified and archived due to lack of evidence of the behaviours. 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.</p> <p>In 2024, the Ethics and Conduct Committee received 54 complaints that were duly investigated, following the Internal Whistleblowing Communication Standard. Of the reports received, 21 were related to moral harassment in the workplace, 4 to potential conflicts of interest, 2 to consumer protection and 3 to discrimination. Of the 54 cases reported, 16 were closed due to lack of evidence of the facts described, 10 required the adoption of measures by the Company to align conduct with the standards established in the Code of Ethics and Conduct, 12 are ongoing, and 14 are out-of-scope complaints that have no mitigation measures defined by the ECC.</p>	11-11	6	5; 8; 10
Aspect: Freedom of Association and Collective Bargaining 2016					

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	0 (zero) cases. Galp had no record of this type of situation in 2024. • Code of Ethics and Conduct	11-13	3	8
Aspect: Child Labour 2016					
408-1	Operations and suppliers at significant risk for incidents of child labour	0 (zero) case. Galp had no record of this type of situation in 2024. • Code of Ethics and Conduct	-	5	8; 16
Aspect: Forced or Compulsory Labour 2016					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	0 (zero) cases. Galp had no record of this type of situation in 2024. • Code of Ethics and Conduct	11-12	4	8
Aspect: Security Practices 2016					
410-1	Security personnel trained in human rights policies or procedures	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
Aspect: Rights of Indigenous People 2016					
	Incidents of violations involving rights of indigenous peoples	0 (zero) cases. Galp had no record of this type of situation in 2024.	11-17	1	2
411-1	Management of operations where indigenous communities are present or are affected by the Company's activities	Galp assesses the potential impacts on indigenous communities and has a guide in place that incorporates environmental, social, health and safety requirements across the project life cycle. This ensures both the human rights of the population and the protection of indigenous communities in the development of each stage of the Company's activities (Upstream segment). • IR 2024 : Part I – 4.4.3. Affected Communities	11-17	1	2
Aspect: Local Communities 2016					
413-1	Operations with local community engagement, impact assessments, and development programs	See indicator 203-1. • IR 2024 : Part I – 4.4.3. Affected Communities	11-15	1	-
413-2	Operations with significant actual and potential negative impacts on local communities	All of Galp's projects have their environmental and social impacts analysed as part of Environmental Impact Assessments (EIA). As a result of these environmental impact assessment processes, mitigation and compensation measures associated with each project are defined. • IR 2024 : Part I – 4.4.3. Affected Communities	11-15; 11-16	1	1; 2
-	Operations that caused or contributed to involuntary resettlement or where such resettlement is ongoing	Galp had no record of this type of situation in 2024.	11-16	-	-
Aspect: Supplier Social Assessment 2016					
414-1	New suppliers that were screened using social criteria	All new Galp's suppliers are assessed based on social criteria. See indicator 308-1.	11-10; 11-12	-	-
414-2	Negative social impacts in the supply chain and actions taken	The number of tier 1 suppliers (critical and non-critical), where a high level of social sustainability risk was identified is 0. • IR 2024 : Part I – 4.4.1. Own workforce	11-10	1	-
Aspect: Public Policy 2016					
415-1	Political contributions	Galp does not make any political contributions, whether direct or indirect.	11-22	-	-

Aspect: Customer Health and Safety 2016					
416-1	Assessment of the health and safety impacts of product and service categories	<p>100% of the products produced by Galp and branded by Galp, mainly lubricants, chemicals and fuels, as well as the chemicals purchased for our facilities, are assessed in terms of their impact on health and safety under the European Union's REACH regulation. We constantly manage safety information on the products we produce, use and commercialise, taking into account their hazards and how to handle them safely. Dialogue with customers and suppliers is carried out systematically in order to promote the exchange of information on the dangers of products and the risk management measures to be applied depending on their use.</p> <p>Our employees and service providers are informed about the dangers of the products on our premises and how to handle them safely. We use Safety Data Sheets and packaging labelling as a privileged vehicle for communicating safety information about the products we sell, highlighting the dangers they present and the safest way to handle them.</p> <ul style="list-style-type: none"> • IR 2024: Part I – 4.3.2.1. Pollution 	11-3	-	-
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	0 (zero) cases. Galp had no record of this type of situation in 2024.	-	-	16
Aspect: Marketing and Labelling 2016					
417-1	Requirements for product and service information and labelling	<p>100% of the products produced by Galp and with the Galp brand, mostly lubricants, chemicals and fuels, have labelling instructions, in accordance with what is applicable under the CLP regulation of the European Union.</p> <p>We permanently manage the information on the labelling of the products we produce, use and sell, taking into account the requirements of the CLP regulation. Dialogue with customers and suppliers is carried out systematically, in order to promote the exchange of information about our products, ensuring alignment with the Safety Data Sheets of each product and communicating the risk management measures according to their uses.</p>	-	-	12; 16
417-2	Incidents of non-compliance concerning product and service information and labelling	0 (zero) cases. Galp had no record of this type of situation in 2024.	-	-	16
417-3	Incidents of non-compliance concerning marketing communications	0 (zero) cases. Galp had no record of this type of situation in 2024.	-	-	-
Aspect: Customer Privacy 2016					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2 (two) cases identified.	-	-	-

HR Annex

Notes: Gestes – Employees of the service stations.

GRI 2-7 Employees

	2024
Total no. of Employees	7,086
Distribution by gender	
Male	3,808
Female	3,278
Distribution by age	
<30 years	940
30-50 years	4,275
>50 years	1,871
Distribution by region and gender	
Portugal	3,975
Male	1,590
Female	2,385
Spain	2,613
Male	1,061
Female	1,552
Brazil	112
Male	44
Female	68
Africa	380
Male	90
Female	290
Rest of the world	6
Male	4
Female	2
No. of Employees by type of contract	
Fixed-term contract	442
Gestes	349
Non-gestes	93
Male	233

	2024
Female	209
Africa	0
Brazil	0
Spain	235
Portugal	207
Rest of the world	0
Indefinite duration contract	
Gestes	72
Non-gestes	32
Male	47
Female	57
Africa	21
Brazil	0
Spain	0
Portugal	83
Rest of the world	0
Permanent contract	
Gestes	2,852
Non-gestes	3,688
Male	3,528
Female	3,012
Africa	360
Brazil	112
Spain	2,378
Portugal	3,685
Rest of the world	5
Part-time contract	
Gestes	0
Non-gestes	0
Male	0
Female	0
Africa	0
Brazil	0
Spain	0

	2024
Portugal	0
Rest of the world	0
No. of Employees by type of working hours	
Part-time	205
Male	50
Female	155
Africa	0
Brazil	0
Spain	167
Portugal	38
Rest of the world	0
Full-time	
Male	3,758
Female	3,123
Africa	381
Brazil	112
Spain	2,446
Portugal	3,937
Rest of the world	5
Average seniority in service	
Female	11
Male	13
Average permanent employee	
Female	3,292
Male	3,869

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

	2024
Entries (with gestures)	1,746
<30 years	809
Female	378
Africa	7
Brazil	1
Spain	164
Portugal	206
Rest of the world	0
Male	431
Africa	6
Brazil	4
Spain	176
Portugal	245
Rest of the world	0
30-50 years	775
Female	448
Africa	5
Brazil	3
Spain	292
Portugal	147
Rest of the world	1
Male	327
Africa	19
Brazil	8
Spain	129
Portugal	171
Rest of the world	0
>50 years	162
Female	106
Africa	0
Brazil	0

	2024
Spain	82
Portugal	24
Rest of the world	0
Male	56
Africa	2
Brazil	0
Spain	32
Portugal	22
Rest of the world	0
Entries (without gestures)	295
<30 years	128
Female	60
Africa	7
Brazil	1
Spain	0
Portugal	52
Rest of the world	0
Male	68
Africa	6
Brazil	4
Spain	3
Portugal	55
Rest of the world	0
30-50 years	157
Female	29
Africa	4
Brazil	3
Spain	0
Portugal	21
Rest of the world	1
Male	128
Africa	18
Brazil	8
Spain	8
Portugal	94
Rest of the world	0

	2024
>50 years	10
Female	0
Africa	0
Brazil	0
Spain	0
Portugal	0
Rest of the world	0
Male	10
Africa	2
Brazil	0
Spain	1
Portugal	7
Rest of the world	0
New hires rate (with gestures)	24.38%
<30 years	91%
Female	85%
Africa	39%
Brazil	20%
Spain	104%
Portugal	78%
Male	96%
Africa	33%
Brazil	80%
Spain	131%
Portugal	84%
30-50 years	18%
Female	23%
Africa	7%
Brazil	8%
Spain	32%
Portugal	16%
Male	14%
Africa	9%
Brazil	15%
Spain	23%
Portugal	11%

	2024
>50 years	8%
Female	12%
Africa	0%
Brazil	0%
Spain	17%
Portugal	6%
Male	5%
Africa	2%
Brazil	0%
Spain	8%
Portugal	4%
New hires rate (without gestes)	7.69%
<30 years	36%
Female	35%
Africa	41%
Brazil	20%
Spain	0%
Portugal	40%
Male	37%
Africa	35%
Brazil	80%
Spain	10%
Portugal	42%
30-50 years	6%
Female	3%
Africa	7%
Brazil	8%
Spain	0%
Portugal	3%
Male	8%
Africa	10%
Brazil	15%
Spain	5%
Portugal	7%
>50 years	1%
Female	0%

	2024
Africa	0%
Brazil	0%
Spain	0%
Portugal	0%
Male	2%
Africa	2%
Brazil	0%
Spain	1%
Portugal	2%

Departures and Turnover rate

	2024
Departures (with gestes)	1,610
<30 years	598
Female	254
Africa	0
Brazil	3
Spain	132
Portugal	119
Rest of the world	0
Male	344
Africa	1
Brazil	0
Spain	172
Portugal	171
Rest of the world	0
30-50 years	748
Female	423
Africa	5
Brazil	3
Spain	260
Portugal	153
Rest of the world	2
Male	325
Africa	19
Brazil	1

	2024
Spain	154
Portugal	151
Rest of the world	0
>50 years	264
Female	152
Africa	3
Brazil	1
Spain	94
Portugal	54
Rest of the world	0
Male	112
Africa	17
Brazil	1
Spain	45
Portugal	49
Rest of the world	0
Departures (without gestes)	291
<30 years	34
Female	9
Africa	0
Brazil	3
Spain	1
Portugal	5
Rest of the world	0
Male	25
Africa	0
Brazil	0
Spain	12
Portugal	13
Rest of the world	0
30-50 years	171
Female	61
Africa	4
Brazil	3
Spain	15
Portugal	37

	2024
Rest of the world	2
Male	110
Africa	18
Brazil	1
Spain	34
Portugal	57
Rest of the world	0
>50 years	86
Female	29
Africa	3
Brazil	1
Spain	2
Portugal	23
Rest of the world	0
Male	57
Africa	17
Brazil	1
Spain	5
Portugal	34
Rest of the world	0
Turnover rate (with gestes)	22.72%
Region	
Africa	9.80%
Brazil	8.04%
Spain	32.54%
Portugal	17.65%
Rest of the world	28.57%
Gender	
Male	20.18%
Female	25.19%
Age and Region	
<30 years	67.12%
Africa	2.78%
Brazil	30.00%
Spain	104.47%
Portugal	52.35%

	2024
Rest of the world	0.00%
30-50 years	17.21%
Africa	8.51%
Brazil	4.49%
Spain	28.18%
Portugal	12.15%
Rest of the world	50.00%
>50 years	13.72%
Africa	14.18%
Brazil	15.38%
Spain	15.90%
Portugal	11.53%
Turnover rate (without gestes)	7.59%
Region	
Africa	10.17%
Brazil	7.96%
Spain	13.07%
Portugal	6.09%
Rest of the world	28.57%
Gender	
Male	7.66%
Female	7.44%
Age and Region	
<30 years	9.58%
Africa	0.00%
Brazil	30.00%
Spain	25.49%
Portugal	6.92%
30-50 years	6.73%
Africa	8.87%
Brazil	4.49%
Spain	15.61%
Portugal	4.99%
Rest of the world	50.00%
>50 years	9.15%
Africa	15.27%

	2024
Brazil	15.38%
Spain	4.32%
Portugal	9.03%
Rest of the world	0.00%
Turnover rate – voluntary departure	7.95%

GRI 403-9 Work-related injuries

Fatalities, Work-related injuries and Hours worked

	2024
Employees (number)	
Fatalities as a result of work-related injury	0
Female	0
Male	0
High-consequence work-related injuries	1
Female	0
Male	1
Recordable work-related injuries	20
Female	10
Male	10
Geography	
South America	0
Africa	2
Europe	18
Business Segment	
Upstream	0
Industrial & Midstream	1
Commercial	17
Renewables, Innovation & New businesses	0
Corporate	2
Hours worked	13,088,041.04
Female	5,892,221.02
Male	7,195,820.02
Geography	
South America	254,008.12
Africa	1,066,264.60
Europe	11,767,768.32
Business Segment	
Upstream	406,333.70
Industrial & Midstream	2,283,806.09
Commercial	9,069,755.41
Renewables, Innovation & New businesses	206,295.95

	2024
Corporate	1,121,849.89
Employees (rates)	
Fatalities as a result of work-related injury	0.00
Female	0.00
Male	0.00
High-consequence work-related injuries	0.00
Female	0.00
Male	0.00
Geography	
South America	0.00
Africa	0.00
Europe	0.00
Business Segment	
Upstream	0.00
Industrial & Midstream	0.00
Commercial	0.00
Renewables, Innovation & New businesses	0.00
Corporate	0.00
Recordable work-related injuries	0.00
Female	0.00
Male	0.00
Geography	
South America	0.00
Africa	0.01
Europe	0.00
Business Segment	
Upstream	0.00
Industrial & Midstream	0.00
Commercial	0.00
Renewables, Innovation & 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	2

	2024
Female	0
Male	2
Recordable work-related injuries	36
Female	5
Male	31
Geography	
South America	0
Africa	2
Europe	34
Business Segment	
Upstream	1
Industrial & Midstream	20
Commercial	10
Renewables, Innovation & New businesses	5
Corporate	0
Hours worked	15,742,873.98
Female	933,117.10
Male	14,809,756.87
Geography	
South America	24,800.89
Africa	0.00
Europe	15,718,073.09
Business Segment	
Upstream	774,706.34
Industrial & Midstream	8,431,663.05
Commercial	5,391,351.12
Renewables, Innovation & New businesses	739,485.50
Corporate	405,667.97
Contractors (rates)	
Fatalities as a result of a work-related injury	0.00
Female	0.00
Male	0.00
High-consequence work-related injuries	0.00
Female	0.00
Male	0.00

	2024
Geography	
South America	0.00
Africa	0.00
Europe	0.00
Business Segment	
Upstream	0.00
Industrial & Midstream	0.00
Commercial	0.00
Renewables, Innovation & New businesses	0.00
Corporate	0.00
Recordable work-related injuries	0.00
Female	0.00
Male	0.00
Geography	
South America	0.00
Africa	0.00
Europe	0.00
Business Segment	
Upstream	0.00
Industrial & Midstream	0.00
Commercial	0.00
Renewables, Innovation & New businesses	0.00
Corporate	0.00

Main types of work-related injuries (Employees and contractors)

In 2024, there were 44 accidents with sick leave (17 with employees, and 27 with service providers). The top 3 typologies of these accidents were: same-level falls, collisions with objects, and overexertion or strain.

Hazards that pose a risk of high-consequence injury (Employees and contractors)

All accidents are investigated in accordance with an internal standard, which requires a detailed investigation to identify immediate and root causes. Once the causes have been identified, the investigation team proposes the respective corrective actions aimed at resolving the root cause(s) identified. The top 3 root causes were: Procedures, Design and Equipment Reliability & Maintenance Management.

	2024
Actions taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls	
To eliminate hazards and minimize risks, we are implementing a comprehensive strategy that leverages the hierarchy of controls, including elimination, substitution, engineering controls, administrative controls, and personal protective equipment.	
Other information (Employees and contractors)	
For the most severe accidents, conclusions are reviewed to evaluate the robustness of the investigation, focusing on root cause identification and defining corrective actions based on the hierarchy of controls. A key aspect of this process is the structured review of lessons learned sharing.	

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

	2024
LTIF – Lost-Time Injuries Frequency	
LTIF – Galp employees	1.30
LTIF – Contractors	1.72
LTIF – Total	1.53
TRIR – Total Recordable Injuries Rate	
TRIR – Galp employees	1.53
TRIR – Contractors	2.29
TRIR – Total	1.94

Absenteeism

	2024
Absence days – absenteeism	104,719
Male	36,690
Africa	1,513
Brazil	66
Spain	17,677
Portugal	17,434
Rest of the world	0
Female	68,029
Africa	897

	2024
Brazil	981
Spain	39,597
Portugal	26,554
Rest of the World	0
Absenteeism rate	
Africa	0.02%
Brazil	0.04%
Spain	0.09%
Portugal	0.05%
Rest of the world	0.00%
Male	0.04%
Africa	0.02%
Brazil	0.00%
Spain	0.07%
Portugal	0.03%
Female	0.09%
Africa	0.04%
Brazil	0.09%
Spain	0.11%
Portugal	0.07%
Absenteeism rate – Value Galp	6.04%

GRI 403-10: Work-related ill health

Work-related ill health

	2024
Employees (number)	
Fatalities as a result of work-related ill health	0
Female	0
Male	0
Work-related ill health participated	3
Female	1
Male	2
Work-related ill health declared/certified	2
Female	2
Male	0
Main types of work-related ill health	
Musculoskeletal injuries.	
Work-related hazards that pose a risk of ill health	
Repetitive movements, inappropriate postures, extreme efforts or movements, use of equipment with a display; ergonomic risks, exposure to hydrocarbons, shift work.	
How they have been determined	
Visits to the workplace; symptoms presented at the consultation; results of complementary diagnostic tests; risk assessments.	
Which have caused or contributed to cases of ill health	
Cumulative traumatic injuries.	
Actions taken or underway to eliminate these hazards and minimise risks	
Promotion of workplace gymnastics; ergonomic improvements to equipment, adaptation of work equipment, replacement of work furniture, reorganisation/restructuring of the workplace, training/information for workers, health monitoring, implementation of breaks.	
Workers excluded	
In the process, we do not exclude any employees. All patients with occupational diseases (that we are aware of) were seen and treated accordingly. In addition, only employees on long-term absence may not be evaluated for the reason for their absence.	

GRI 404-1: Other training indicators

	2024
Total investment in training (€)	2,044,212
Total investment in training/Employee (€/employee)	288
Training per area (hours)	205,998
Training per area (%)	100%
Technical (hours)	25,273
Technical (%)	12.27%
Behavioural and leadership (hours)	21,191
Behavioural and leadership (%)	10.29%
Human Resources (hours)	2,354
Human Resources (%)	1.14%
Languages (hours)	36,678
Languages (%)	17.80%
EQS (hours)	46,347
EQS (%)	22.50%
General management (hours)	35,209
General management (%)	17.09%
Accounting and finance (hours)	1,007
Accounting and finance (%)	0.49%
Commercial marketing management (hours)	17,479
Commercial marketing management (%)	8.49%
IT Systems (hours)	3,506
IT Systems (%)	1.70%
Legal (hours)	1,074
Legal (%)	0.52%
Provision & Logistics (hours)	286
Provision & Logistics (%)	0.14%
Administrative and secretarial (hours)	52
Administrative and secretarial (%)	0.03%
Others (hours)	15,546
Others (%)	7.55%

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

	2024
Senior Grade	293 4%
Male	205 70%
Female	88 30%
<30 years	0 0%
30-50 years	186 63%
>50 years	107 37%
Portuguese	237 81%
Other Nationalities	56 19%
Middle Grade	778 11%
Male	497 64%
Female	281 36%
<30 years	2 0%
30-50 years	568 73%
>50 years	208 27%
Portuguese	627 81%
Other Nationalities	151 19%
Other grades	6,015 85%
Male	3,106 52%
Female	2,909 48%
<30 years	938 16%
30-50 years	3,521 59%
>50 years	1,556 26%
Portuguese	2,907 48%
Other Nationalities	3,108 52%
No. employees per nationalities	
Brazilian	234
Cape Verdean	271
Spanish	2,385
Gambian	0

	2024
Guinean	1
Mozambican	98
Portuguese	3,771
Others	326
Total no. of nationalities	54
Disability above 60% - Portugal	62
Female	27
Male	35
Disability above 33% - Spain	35
Female	16
Male	19
Disability above 60% - Other geographies	0
Female	0
Male	0

Sustainability Standards – SASB Reporting 2024

Statement of use	Galp has reported the information cited in this SASB Report for the period of January 1 st 2024 to December 31 st 2024 with reference to the SASB Standards.
SASB used	SASB Oil & Gas Exploration & Production standard, SASB Midstream standard and SASB Refining and Marketing standard.

- IR 2024: Annual Integrated Report 2024

SASB Code1	Metrics	2024	Reference	Additional details
Greenhouse gas emissions				
EM-EP-110a.1 EM-MD-110a.1 EM-RM-110a.1	Gross Global Scope 1 emissions (mtCO ₂ e)	3,128,177	IR 2024 : Part I – 4.3. Environmental Information	
EM-EP-110a.1 EM-MD-110a.1	Scope 1, percentage methane (%)	0.7	IR 2024 : Part I – 4.3. Environmental Information	
EM-EP-110a.1 EM-MD-110a.1 EM-RM-110a.1	Scope 1, percentage covered under emissions-limiting regulations (%)	84	-	
	Amount of gross global Scope 1 emissions from flared hydrocarbons (ktonCO ₂ e)	174,913	-	
	Amount of gross global Scope 1 emissions from other combustion (ktonCO ₂ e)	1,902,670	-	
EM-EP-110a.2	Amount of gross global Scope 1 emissions from process emissions (ktonCO ₂ e)	1,036,730	-	
	Amount of gross global Scope 1 emissions from other vented emissions (ktonCO ₂ e)	0	-	
	Amount of gross global Scope 1 emissions from fugitive emissions (ktonCO ₂ e)	13,865	-	
EM-EP-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	-	IR 2024 : Part I – 4.3. Environmental Information	
Air quality				
	Air emissions of the following pollutants: NO _x (excluding NO ₂) (t)	721	IR 2024 : Part I – 4.3. Environmental Information	
EM-EP-120a.1 EM-MD-120a.1 EM-RM-120a.1	Air emissions of the following pollutants: SO _x (t)	169	IR 2024 : Part I – 4.3. Environmental Information	
	Air emissions of the following pollutants: volatile organic compounds (VOCs) (t)	-	IR 2024 : Part I – 4.3. Environmental Information	
	Air emissions of the following pollutants: particulate matter (t)	467	IR 2024 : Part I – 4.3. Environmental Information	
EM-RM-120a.2	Number of refineries in or near areas of dense population	0.00	-	

Water management				
	Total fresh water withdrawn (thousand m3)	7,836		IR 2024 : Part I – 4.3. Environmental Information GRI 303-3
EM-EP-140a.1 EM-RM-140a.1	Percentage of fresh water withdrawn in regions with High or Extremely High Baseline Water Stress (%)	97		IR 2024 : Part I – 4.3. Environmental Information GRI 303-3
	Total fresh water consumed (thousand m3)	3,706		GRI 303-3 , GRI 303-4
	Percentage of fresh water consumed in regions with High or Extremely High Baseline Water Stress (%)	95		GRI 303-3 , GRI 303-4
	Volume of produced water and flowback generated (thousand m3)			
	Percentage discharged (%)			
EM-EP-140a.2	Percentage injected (%)	n.a.	-	The water produced by the "Upstream" segment occurs only in blocks not operated by Galp.
	Percentage recycled (%)			
	Hydrocarbon content in discharged water (t)			
EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used (%)	n.a.	-	Not verified in the blocks where Galp participates in 2024.
EM-EP-140a.4	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline (%)	n.a.	-	Not verified in the blocks where Galp participates in 2024.
EM-RM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	0	GRI 2-27	Galp did not submit any files, enforcement orders, and/or penalties for water-related regulatory violations.
Hazardous Materials Management				
EM-RM-150a.1	Amount of hazardous waste generated (t)	22,150	GRI 306-3	
	Percentage recycled (%)	27	GRI 306-3	Considering the total waste, the percentage recycled is 59%.
	Number of underground storage tanks (USTs)	5,410	-	Galp has 5,410 UST in gas stations located in Portugal and Spain.
EM-RM-150a.2	Number of UST releases requiring cleanup	0	-	In 2024, no UST releases requiring cleanup were reported.
	Percentage in states with UST financial assurance funds (%)	n.a.	-	In 2024, no UST incidents were reported.

Biodiversity and Ecological Impacts				
EM-EP-160a.1 EM-MD-160a.1	Description of environmental management policies and practices for active sites	-	IR 2024 : Part I – 4.3. Environmental Information	
	Number of hydrocarbon spills	4	IR 2024 : Part I – 4.3. Environmental Information	
	Volume of hydrocarbon spills (bbls)	49	IR 2024 : Part I – 4.3. Environmental Information	
EM-EP-160a.2 EM-MD-160a.4	Volume in Arctic (bbls)	0	4 significant primary containment losses that impacted the environment	
	Volume impacting shorelines with ESI rankings 8-10 (bbls)	0	7.8 m3 (c.49 bbls) impacted the environment (0.0 of the total volume of significant hydrocarbon spills)	
	Volume in Unusually Sensitive Areas (USAs) (bbls)	0		
	Volume recovered (bbls)	65	10,3 m3 (c.65 bbls) out of the total 14,4 m3 released were recovered	
EM-EP-160a.3	Percentage of proved reserves in or near sites with protected conservation status or endangered species habitat (%)	0	There are no E&P blocks in situ or within a 5km radius from an IUCN protected area.	
	Percentage of probable reserves in or near sites with protected conservation status or endangered species habitat (%)	n.a.	-	Galp does not disclose this information for probable reserves
EM-MD-160a.2	Percentage of land owned, leased, and/or operated within areas of protected conservation status or endangered species habitat (%)	32	Only 6% is in situ or within a IUCN Category I-IV Protected Area	
EM-MD-160a.3	Terrestrial acreage disturbed (ac)	n.a.	Galp does not publicly disclose this information	
	Percentage of impacted area restored (%)	n.a.	Galp does not publicly disclose this information	
Security, Human Rights & Rights of Indigenous Peoples				
EM-EP-210a.1	Percentage of proved reserves in or near areas of conflict (%)	0	-	
	Percentage of probable reserves in or near areas of conflict (%)	0	-	
EM-EP-210a.2	Percentage of proved reserves in or near indigenous land (%)	0	-	
	Percentage of probable reserves in or near indigenous land (%)	0	-	
EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	-	IR 2024 : Part I – 4.4. Social Information	
Community Relations				
EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	-	IR 2024 : Part I – 4.4. Social Information HSSE Specific Requirements in Projects	
EM-EP-210b.2	Number and duration of non-technical delays	-	There were no non-technical delays in the assets in Galp's Upstream portfolio in 2024.	

Workforce Health & Safety				
	Total recordable incident rate (TRIR)	1.9	IR 2024 : Part I – 4.4. Social Information GRI 403-9	Galp reports Total recordable incident count / million hours worked
	Fatality rate	-	IR 2024 : Part I – 4.4. Social Information GRI 403-9	In 2024, we registered 0 fatal accidents.
	Near miss frequency rate (NMFR)	9	IR 2024 : Part I – 4.4. Social Information	In 2023, 259 near misses were reported. Galp reports near misses / million hours worked.
EM-EP-320a.1	Near miss frequency rate (NMFR) for full-time employees	-	-	
EM-RM-320a.1	Near miss frequency rate (NMFR) for contract employees	-	-	Galp does not publicly disclose this information.
	Near miss frequency rate (NMFR) short-service employees	-	-	
	Average hours of health, safety, and emergency response training for full-time employees (h)	10,886	GRI 403-5	
	Average hours of health, safety, and emergency response training for contract employees (h)	-	-	Galp does not publicly disclose this information.
	Average hours of health, safety, and emergency response training for short-service employees (h)	-	-	Galp does not publicly disclose this information.
EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety	-	Safety, Health and Environment Policy HSSE Specific Requirements in Projects IR 2024 : Part I – 4.4. Social Information	
EM-RM-320a.2				
Product Specifications & Clean Fuel Blends				
EM-RM-410a.1	Percentage of Renewable Volume Obligation (RVO) met through production of renewable fuels (%)	-	IR 2024 : Part I – 3.2. Industrial & Midstream	In 2024, Galp complied with the Renewable Energy Directive (RED), according to national legislation updates, incorporating 11.5% biofuels in its energy content in Portugal, and 11% in Spain.
	Percentage of Renewable Volume Obligation (RVO) met through purchase of “separated” renewable identification numbers (RIN) (%)	-	IR 2024 : Part I – 3.2. Industrial & Midstream	
	Total addressable market (€)	n.a.	-	Information not available for 2024
EM-RM-410a.2	Share of market for advanced biofuels and associated infrastructure (%)	38%	-	Value for Portugal, calculated based on the published emission certificates (assuming full incorporation due to the tax incentive) and aligned with the concept of advanced biofuels according to REDII Annex IX-Part A.
Reserves Valuation & Capital Expenditures				
EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions (MMbbls)	-	IR 2024 : Part I – 3.1. Upstream	

EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves (tCO ₂)	-	-	Galp does not publicly disclose this information
EM-EP-420a.3	Amount invested in renewable energy (€m)	150	IR 2024 : Part I – 5.4. Capital Expenditure	
	Revenue generated by renewable energy sales (€m)	n.a.	-	Information not available for 2024
EM-EP-420a.4	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	-	IR 2024 : Part I – 2. Our Strategy	
Business Ethics & Transparency				
EM-EP-510a.1	Percentage of proved reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index (%)	0	-	Galp doesn't have any proved or probable reserves located in a country with the 20 lowest rankings in Transparency
	Percentage of probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index (%)	0	-	
EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	-	Corruption Prevention Policy IR 2024 : Part I – 4.4. Governance Information	Galp is committed to monitor the evolution of best practices on the prevention of corruption risk in order to achieve continuous improvement
Competitive Behaviour				
EM-MD-520a.1	Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations (€)	0	GRI 2-27	Galp has 0 cases identified of Nonconformities with laws and regulations in the socioeconomic area associated with federal pipeline and storage regulations.
Pricing Integrity & Transparency				
EM-RM-520a.1	Total amount of monetary losses as a result of legal proceedings associated with price fixing or price manipulation (€)	0	GRI 2-27 GRI 206-1	Galp has 0 cases identified of Nonconformities with laws and regulations in the socioeconomic area associated with price fixing or price manipulation.
Management of the Legal & Regulatory Environment				
EM-EP-530a.1 EM-RM-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	-	IR 2024 : Part I – 4.4. Social Information IR 2024 : Part I – 4.4. Governance Information	
Critical Incident Risk Management				
EM-EP-540a.1 EM-RM-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	0.07	IR 2024 : Part I – 4.4. Social Information GRI 306-3	Galp reports Total Tier 1 PSE count / million hours worked
EM-RM-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) lesser consequence (Tier 2)	0.21	IR 2024 : Part I – 4.4. Social Information GRI306-3	Galp reports Total Tier 2 PSE count / million hours worked
EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	-	IR 2024 : Part I – 4.4. Social Information	
EM-RM-540a.2	Challenges to Safety Systems indicator rate (Tier 3)	2.9	GRI306-3	Galp reports Total Tier 3 PSE count / million hours worked
EM-RM-540a.3	Discussion of measurement of Operating Discipline and Management System Performance through Tier 4 Indicators	-		Galp does not publicly disclose this information

Operational Safety, Emergency Preparedness & Response				
EM-MD-540a.1	Number of reportable pipeline incidents	n.a.		Galp does not publicly disclose this information
	Percentage of significant reportable pipeline incidents (%)	n.a.		
EM-MD-540a.2	Percentage of natural gas pipelines inspected (%)	n.a.		Galp does not publicly disclose this information
	Percentage of hazardous liquid pipelines inspected (%)	n.a.		
EM-MD-540a.3	Number of accident releases from rail transportation	n.a.		Galp does not publicly disclose this information
	Number of non accident releases (NARs) from rail transportation	n.a.		
EM-MD-540a.4	Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	-	Safety, Health and Environment Policy IR 2024 : Part I – 4.4. Social Information	Galp is committed to create conditions for the organisation to remain continuously prepared to respond to emergencies in an effective manner.
Activity Metrics				
EM-EP-000.A	Production of oil (kboepd)	96.2	IR 2024 : Part I – 3.1. Upstream	
	Production of natural gas (kboepd)	12.9	IR 2024 : Part I – 3.1. Upstream	
	Production of synthetic oil (Mbbbl/day)	n.a.		Not applicable
	Production of synthetic gas (MMscf/day)	n.a.		Not applicable
EM-EP-000.B	Number of offshore sites	19	IR 2024 : Part I – 3.1. Upstream (Upstream portfolio of projects)	This number refers to projects
EM-EP-000.C	Number of terrestrial sites	0	IR 2024 : Part I – 3.1. Upstream (Upstream portfolio of projects)	
EM-MD-000.A	Total metric ton kilometers of natural gas transported, by mode of transport	n.a.		Value not available
	Total metric ton kilometers of crude oil transported, by mode of transport	n.a.		The transportation of crude oil is made by a third-party
	Total metric ton kilometers of refined petroleum products transported, by mode of transport	n.a.		Value not available
EM-RM-000.A	Refining throughput of crude oil and other feedstocks (mboe)	91.0	IR 2024 : Part I - 3.2. Industrial & Midstream	
EM-RM-000.B	Refining operating capacity (million bpd)	0.226	IR 2024 : Part I - 1.2. Our footprint	

1 The table contains a SASB code column to identify common reporting elements between the related SASB Standards. As reflected in the table, Galp currently discloses data on several issues recommended in the SASB Oil & Gas Exploration & Production, Midstream and Refining and Marketing Standards. The Exploration and Production indicators refers to blocks operated by Galp.

WEF Stakeholder Capitalism Metrics 2024

Statement of use

Galp has reported the information aligned with the requirements of the core metrics from WEF Measuring Stakeholder Capitalism Report and refers to the period of January 1st 2024 to December 31st 2024.

- IR 2024: Annual Integrated Report 2024

Theme	Core metrics and disclosures	Description	Reference or Content
Principles of Governance			
Governing purpose	Setting purpose	The Company's stated purpose, as the expression of how a business proposes solutions to economic, environmental, and social issues.	IR 2024 : Part I – 1.3. Our value creation; 1.5. Our presence in the capital markets
Quality of governing body	Governance body composition	Composition of the highest governance body and its committees by: competencies relating to economic, environmental, and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.	IR 2024 : Part I – 5.1. Governance model; 5.2. Corporate bodies; Part I - 4.4. Social Information
Stakeholder engagement	Material issues impacting stakeholders	A list of the topics that are material to key stakeholders and the Company, how the topics were identified and how the stakeholders were engaged.	IR 2024 : Part I – 2. Our strategy
Ethical behaviour	Anti-corruption	Total percentage of governance body members, employees and business partners who have received training on the organisation's anti-corruption policies and procedures, broken down by region.	GRI 205-2
		Total number and nature of incidents of corruption confirmed during the current year but related to previous years.	Galp registered no corruption cases this year regarding previous years.
		Total number and nature of incidents of corruption confirmed during the current year, related to this year.	GRI 205-3
	Protected ethics advice and reporting mechanisms	Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture to combat corruption.	IR 2024 : Part I – 4. Governance Information
		Description of the internal and external mechanisms for seeking advice about ethical and lawful behaviour and organisational integrity and reporting concerns about unethical or unlawful behaviour and lack of organisational integrity.	GRI 2-26
Risk and opportunity oversight	Integrating risk and opportunity into business process	Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the Company specifically (as opposed to generic sector risks), the Company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes.	IR 2024 : Part I – 2.1. Creating sustainable value, 2.2. Managing risk, Part II – Corporate governance report – Information on the Company's shareholding structure, organisation and governance: C - Internal organisation, III – Internal control and risk management
Planet			
Climate change	Greenhouse gas (GHG) emissions	For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO ₂ e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	GRI 305-1, 305-2, 305-3
	TCFD implementation	Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).	TCFD Recommendations 2024
Nature loss	Land use and ecological sensitivity	Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).	IR 2024 : Part I – 4. Environmental Information GRI 304-1
Freshwater availability	Water consumption and withdrawal in water-stressed areas	Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	IR 2024 : Part I – 4. Environmental Information GRI 303-3
People			

Dignity and equality	Diversity and inclusion	Percentage of employees per employee category, by age group, gender, and other indicators of diversity (e.g., ethnicity).	GRI 405-1
	Pay equality	Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas	GRI 405-2
	Wage level	Ratios of standard entry level wage by gender compared to local minimum wage.	GRI 202-1
		Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.	GRI 2-21
	Risks for incidents of child, forced and compulsory labour	An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour.	GRI 408-1, 409-1
Health and well-being	Health and safety	The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked.	GRI 403-9
		An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	GRI 403-6
Skills for the future	Training provided	Average hours of training per person that the organisation's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees).	GRI 404-1
		Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	GRI 404-1 288 €/employee
Prosperity			
Employment and health generation	Absolute number and rate of employment	Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.	GRI 401-1
		Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	GRI 401-1
	Economic contribution	Direct economic value generated and distributed (EVG&D), on an accrual's basis, covering the basic components for the organisation's global operations, ideally split out by: Revenues, Operating costs, Employee wages and benefits, Payments to providers of capital, Payments to government, Community investment.	GRI 201-1, 201-3
		Financial assistance received from the government: total monetary value of financial assistance received by the organisation from any government during the reporting period.	GRI 201-4
Financial investment contribution	Total capital expenditures (Capex) minus depreciation, supported by narrative to describe the Company's investment strategy.	IR 2024 : Part I – 1.3. Our value creation; 1.5. Our presence in the capital markets; 5.4. Capital expenditure	
	Share buybacks plus dividend payments, supported by narrative to describe the Company's strategy for returns of capital to shareholders.	IR 2024 : Part I – 1.5. Our presence in the capital markets	
Innovation of better products and services	Total R&D expenses	Total costs related to research and development.	IR 2024 : Part I – 1.3. Our value creation
Community and social vitality	Total tax paid	The total global tax borne by the Company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the Company, by category of taxes.	GRI 207-4 (Galp reports this indicator partially)

TCFD Task Force on Climate-related Financial Disclosures 2024

Governance

- | | |
|---|---|
| a) Describe the board's oversight of climate-related risks and opportunities | Integrated Management Report 2024 (Part I – 4.2. General information) |
| b) Describe management's role in assessing and managing climate-related risks and opportunities | Integrated Management Report 2024 (Part I – 4.2. General information) |

Strategy

- | | |
|---|---|
| a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term | Integrated Management Report 2024 (Part I – 4.2. General information); Part I – 4.3. Environmental information) |
| b) Describe the impact of climate risks and opportunities on the organization's businesses, strategy, and financial planning | Integrated Management Report 2024 (Part I – 4.3. Environmental information) |
| c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario | Integrated Management Report 2024 (Part I – 4.3. Environmental information) |

Risk Management

- | | |
|---|---|
| a) Describe the organization's processes for identifying and assessing climate-related risks | Integrated Management Report 2024 (Part I – 2.2. Managing risk) |
| b) Describe the organization's processes for managing climate-related risks | Integrated Management Report 2024 (Part I – 2.2. Managing risk) |
| c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management | Integrated Management Report 2024 (Part I – 2.2. Managing risk) |

Metrics and Targets

- | | |
|--|---|
| a) Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process | Integrated Management Report 2024 (Part I – 4.3. Environmental information) |
| b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks | Integrated Management Report 2024 (Part I – 4.3. Environmental information) |
| c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets | Integrated Management Report 2024 (Part I – 4.3. Environmental information) |

Independent Limited Assurance Report on the Consolidated Sustainability Standards Report

To the Management
Galp Energia, SGPS, S.A.

Scope

We have been engaged by Galp Energia, SGPS, S.A. (the "Group") to perform a limited assurance engagement, as defined by International Standards on Assurance Engagements, to report on the disclosures included in the Consolidated Sustainability Standards Report, within sections "Sustainability Standards - GRI Content Index 2024", "Sustainability Standards - SASB Reporting 2024" and "TCFD Task Force on Climate-related Financial Disclosures 2024", the "Sustainability Information", for the year ended 31 December 2024.

Criteria applied

The Group prepared the Sustainability Information in accordance with the sustainability reporting standards of the Global Reporting Initiative - GRI Standards, guidelines of the Sustainability Accounting Standards Boards (SASB) and recommendations of the Task Force on Climate-Related Disclosures (together the "Criteria").

Responsibilities of Management

The Group's management is responsible for selecting the Criteria, and for preparing the Sustainability Information in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining an appropriate internal control system, maintaining adequate records and making estimates that are relevant to the preparation of the Sustainability Information, such that it is free from material misstatement, whether due to fraud or error.

Auditor's responsibilities

Our responsibility is to examine the Sustainability Information prepared by the Group and to issue a limited assurance report based on the evidence obtained.

Our engagement was conducted in accordance with the International Standards for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information - ISAE 3000 (Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and other technical standards and recommendations issued by the Portuguese Institute of Statutory Auditors (*Ordem dos Revisores Oficiais de Contas*). These standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Sustainability Information is prepared in accordance with the Criteria.

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. In these circumstances, our independent review procedures comprised the following:

- ▶ Inquiries to management with the objective to understand the business context and the sustainability reporting process;
- ▶ Conducting interviews with personnel responsible for preparing the information in order to understand the processes for collecting, collating, reporting and validating of the Sustainability Information for the reporting period;
- ▶ Conducting analytical review procedures to support the reasonableness of the data;

- ▶ Execution, on a sample basis, of tests to the calculations carried out, as well as tests to prove the quantitative and qualitative information included in the report;
- ▶ Verification of the conformity of the Sustainability Information with the results of our work and with the Criteria applied.

We consider that the evidence obtained is sufficient and appropriate to provide the basis for our conclusion.

Quality and independence

We have applied the International Quality Management Standard ISQM 1, which requires that we design, implement, and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We comply with the independence and other ethical requirements of the Code of Ethics of the Order of Statutory Auditors (OROC) and the *International Code of Ethics for Professional Accountants* (including international independence standards) (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Conclusion

Based on our work and evidence obtained, nothing has come to our attention that cause us to believe that the Sustainability Information, for the year ended 31 December 2024, has not been prepared, in all material respects, in accordance with the Criteria.

Lisbon, 4 April 2025

Ernst & Young Audit & Associados - SROC, S.A.
Sociedade de Revisores Oficiais de Contas
Represented by:



Manuel Ladeiro de Carvalho Coelho da Mota - ROC nº 1410
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