Non-financial information

GRI Standards

2020

CONTENT INDEX - GRI STANDARDS

General Standard Disclosures

GRI Standard	Disclosure	Reference, Link or Content	External Verification	UNGC principles	SDG
1. Organisational Profile					
102-1	Organisation name	Galp Energia, SGPS, S.A IR 2020[1]: About the report.	✓	-	-
102-2	Main activities, brands, products and services	IR 2020[1]: 1.1 Our presence; 1.2 Value creation model; 3.2 Upstream; 3.3 Commercial; 3.4 Refining & Midstream; 3.5 Renewables and New Businesses. Galp does not sell products banned in any geographical location in which it operates.	✓	-	-
102-3	Location of the organisation's headquarters	Rua Tomás da Fonseca - Torre A, 1600-209 Lisboa, Portugal. Galp Website: https://www.galp.com/corp/en/footer/contacts	✓	-	-
102-4	Location of operations	IR 2020[1]: About the report; 1.1 Our presence.	✓	-	-
102-5	Legal nature and ownership	IR 2020[1]: 1.5 Galp within the capital markets.	✓	-	-
102-6	Markets covered	IR 2020[1]: 1.1 Our presence; 1.2 Value creation model; 3.2 Upstream; 3.3 Commercial; 3.4 Refining & Midstream; 3.5 Renewables and New Businesses.	✓	-	-
102-7	Organisation size	• Employees IR 2020[1] – 5. The journey to a sustainable future. • Operations, products and services: IR 2020[1] - 1.1 Our presence. • Sales: IR 2020[1] - 3.1. 2020 Highlights (Financial indicators). • Capitalisation: IR 2020[1] - 1.5 Galp within the capital markets.	✓	-	-
102-8	Information about employees	Total Galp: M: 3,501; F: 2,613. Contract type: Open-ended (5,579; M: 3,237; F: 2,342); Fixed-term (321; M: 157; F: 164); Uncertain Term (268; M: 107; F: 107). Shift type: Part time (100; M: 32; F: 68); Full time (6,014; M: 3,469; F: 2,545). There are indirect workers (service providers/contractors) in several Galp facilities, in different business segments. The nature and scale of the work carried out by external workers depends on the projects to be executed each year in the different business segments. Data about employees are compiled by Galp's management systems (People Management). More information at: • HR Annex, of this document, • IR 2020[1] – 5.4 People at the centre • https://www.galp.com/corp/en/sustainability/our-commitments/valuing-humancapital/our-human-capital	✓	6	8
102-9	Value chain	IR 2020[1]: 1.1 Our presence; 1.2 Value creation model; 5. The journey to a sustainable future.	✓	-	-
102-10	Main changes to the organisation or value-chain	IR 2020[1]: 3.1 Highlights of 2020; 1.5 A Galp in the capital markets.	✓	-	-
102-11	Approach to the precautionary principle	IR 2020[1]: PART II – Information on the Company's shareholding structure, organisation and corporate governance, C - Internal organization III - Internal control and risk management.	✓	-	-
102-12	External initiatives	Galp subscribes to international principles and initiatives aligned with its commitments and strategy, e.g. SDGs; UNGC; Business Forum for equality; Zero Routine Flaring by 2030; CDP; TCFD; We Mean Business; Letter of Principles of BCSD (PT), among others. • Galp Website: https://www.galp.com/corp/en/sustainability/our-approach/approach-tosustainability/other-initiatives-and-commitments • CDP Climate Change Information Request: C3. Business Strategy – C3.1c; C4. Targets and Performance – C-OG4.2a; C-OG4.8 - https://www.cdp.net/en/responses	✓	-	-
102-13	Participation in associations	Meet Galp's Main Associations and Sectorial Partners: https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/Lista%20principais%20associacoes%20parceiros%20setoriais_Versao%20EN.pdf • CDP Climate Change Information Request: C2. Risks and opportunities; C2.3a; C3. Business Strategy – C3.1c; C4. Targets and Performance – C-OG4.2a; C-OG4.8; C12. Engagement; C12.3c - https://www.cdp.net/en/responses	✓	-	-

GRI Standard	Disclosure	Reference, Link or Content	External Verification	UNGC principles	SDG
2. Strategy and analysis					
102-14	Chairman's declaration	IR 2020[1]: Statement from the Board of Directors.	✓	-	-
102-15	Main impacts, risks and opportunities	• IR 2020[1]: Statement from the Board of Directors; 2.2 Our strategy; 2.3. How we manage risk; 6. Corporate Governance, PART II - Corporate Governance Report - Part I: Information on the company's shareholding structure, organization and corporate governance, C- Internal organization, III - Internal control and risk management. • CDP Climate Change Information Request: C2. Risks and opportunities; C3. Business Strategy; C4. Targets and performance - https://www.cdp.net/en/responses	✓	-	-
3. Ethics and integrity					
102-16	Values, principles, standards and behavioural norms.	To ensure that our activities are performed in a transparent, responsible and efficient manner, we have adopted various instruments, standards, regulations and policies that guide our activities. Company documents and corporate policies can be consulted at: https://www.galp.com/corp/en/corporate-governance/documentation • Consult Galp's values and vision at: https://www.galp.com/corp/en/about-us/galp	✓	-	16
102-17	Mechanisms for ethical advice and concerns.	• IR 2020[1]: 6. Corporate Governance, PART II - Corporate Governance Report, B – Company Bodies and Committees II - Administration and supervision, C- Internal organization II - Communication of irregularities. • The different corporate policies, including the Code of Ethics and Conduct can be found at: https://www.galp.com/corp/en/corporate-governance/documentation • For more detailed information, see Galp's website: - Ethics: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/ethics - Communication of irregularities: https://www.galp.com/corp/en/corporate-governance/ethics-andconduct/reporting-of-irregularities	✓	-	16
4. Governance					
102-18	Structure of corporate governance.	• IR 2020[1]: 6. Corporate Governance, PART II - Corporate Governance Report - Part I: Item 21. • Galp Website - Sustainability Committee: https://www.galp.com/corp/en/corporate-governance/governing-model-andbodies/committees/sustainability-committee • CDP Climate Change Information Request: C1. Governance: C1.1, C1.1a - https://www.cdp.net/en/responsess	✓	-	-
102-19	Delegation of authority.	• IR 2020[1]: 6. Corporate Governance, PART II - Corporate Governance Report - Part I: Item 27. • Galp Website - Sustainability Committee: https://www.galp.com/corp/en/corporate-governance/governing-model-andbodies/committees/sustainability-committee	✓	-	-
102-20	Executive level responsibilities for economic, environmental and social issues.	• IR 2020[1]: 6. Corporate Governance, PART II - Corporate Governance Report e - Part I: Item 27. This information is described in the GRI 102-19 indicator. • Galp Website - Sustainability Committee: https://www.galp.com/corp/en/corporate-governance/governing-model-andbodies/committees/sustainability-committee • CDP Climate Change Information Request: C1. Governance - https://www.cdp.net/en/responses	✓	-	-
102-21	Consults stakeholders about economic, environmental and social issues.	• IR 2020[1]: 1.3 Approach to materiality • Galp Website: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/dialogue-with-stakeholders	✓	-	16
102-22	Composition of the highest governing body and its committees.	• IR 2020[1]: 6. Corporate Governance, PART II - Corporate Governance Report - Part I: Item 17; 18; 19; 22; 26; 9. Annex, 9.9 Biographies of members of the Board of Directors. • Galp Website: https://www.galp.com/corp/en/corporate-governance/governing-model-bodies	✓	-	16
102-23	Chairman of the highest governing body.	• IR 2020[1]: 6. Corporate Governance, PART II - Corporate Governance Report - Part I: Item 17; 18; • Galp Website: https://www.galp.com/corp/en/corporate-governance/governing-model-bodies	✓	-	16
102-24	Nomination and selection of governance members.	The Annual General Meeting is responsible for appointing and replacing members of the Board of Directors, including the Chairman. In the event of the absence or permanent impediment of any member of the Board of Directors, this body shall coopt a member and submit its proposal for ratification to the next Annual General Meeting. 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	✓	-	5; 16

GRI Standard	Disclosure	Reference, Link or Content	External Verification	UNGC principles	SDG
		in its administrative and supervisory bodies, particularly with regard to the following criteria: age, gender, geographical origin, qualifications and professional experience. • Galp Website: https://www.galp.com/corp/en/corporate-governance/governing-model-bodies			
102-25	Conflicts of interest.	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, an a regulatory rule on the control of transactions between Galp and related parties were implemented that establishes the internal rules and procedures for identification, internal reporting and control by the Audit Board. 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. • Consult the Regulations applicable to Galp Group transactions with related parties at: https://www.galp.com/Portals/0/Recursos/Governo-Societario/SharedResources/Documentos/EN/NT-R-Transacoes-Grupo-Galp-Partes-Relacionadas-EN.pdf • Consult the Company Standard for Management of Conflicts of Interest at: https://www.galp.com/corp/Portals/0/Recursos/Governance2019/regulamentos/NT-R-023%20-%20Management%20of%20Conflicts%20of%20Interest.pdf Furthermore, Galp's Directorate of Legal and Governance monitors the internal control system by conducting internal investigations, audits or risk assessments on matters of ethics and compliance such as conflicts of interest.	✓	-	16
102-26	Role of the highest governance body in defining mission, values and strategy.	The Board of Directors is responsible for managing the Company's activities and for taking decisions on any matters relating to management of the Company, or any others not covered by the sole responsibility of the Annual General Meeting. The Chairman of the Board of Directors, who is not a member of the Executive Committee, represents the Board of Directors and the Company and is responsible for convening and chairing meetings of the Board of Directors and overseeing the relationship between the Company and its shareholders. The Board of Directors delegates to the Executive Committee the day-today 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. • Galp Website: https://www.galp.com/corp/en/corporate-governance/governing-model-bodies	✓	-	-
102-27	Knowledge about sustainability of governance members	• IR 2020[1]: 6. Corporate Governance, PART II - Corporate Governance Report - Part I: Point 19 Board of Directors' members have recognised competencies, academic background and professional experience, in relation to the activities expected by the Company and the strategy defined for future years. For information about the diversity of managers' knowledge and experience, see the systematised representation of competencies in the Corporate Governance Report.	✓	-	4
102-28	Assessment of the performance of governance members.	IR 2020[1]: 6. Corporate Governance, PART II - Corporate Governance Report - Part I: Item: 24; 25.	✓	-	-
102-29	Identification and management of economic, environmental and social impacts.	• IR 2020[1]: 1.3 Approach to materiality; 6. Corporate Governance, PART II - Corporate Governance Report - Part I: Item: 27; 29. • Galp Website - Sustainability Committee: https://www.galp.com/corp/en/corporate-governance/governing-model-andbodies/committees/sustainability-committee • CDP Climate Change Information Request: C2. Risks and opportunities: C3. Business Strategy: - https://www.cdp.net/en/responses	✓	-	16
102-30	Effectiveness of risk management processes.	The Audit Board is responsible for overseeing the effectiveness of risk management, internal control and internal audit systems, as well as evaluating the functioning of the systems and their internal procedures on an annual basis, so strengthening the internal control environment, particularly through recommendations and proposals for adjusting the functioning of internal control and risk management systems. Powers were attributed to the Safety and Sustainability Directorate relating to corporate environmental risk management, including risks arising from climate change, safety and security, in particular, as well as skills to define and propose methodologies to evaluate and monitor environmental and safety risks in relation to Galp Group activities and product quality, in conjunction with business units, ensuring that actions are defined and scheduled with a view to eliminating or minimising those risks. • IR 2020[1]: 6. Corporate Governance, PART II - Corporate Governance Report - Part I: Item: 38; 51; 52. • CDP Climate Change Information Request: C1. Governance; C2. Risks and opportunities; C3. Business Strategy - https://www.cdp.net/en/responses	✓	-	-

GRI Standard	Disclosure	Reference, Link or Content	External Verification	UNGC principles	SDG
102-31	Review of economic, environmental and social topics.	• IR 2020[1]: 5.2 Transformation with responsibility • CDP Climate Change Information Request: C1. Governance; C2. Risks and opportunities; C3. Business Strategy - https://www.cdp.net/en/responses	✓	-	-
102-32	Role of the highest governance body in the sustainability report.	The Annual Report and Accounts is reviewed and approved annually by the Board of Directors.	✓	-	-
102-33	Communication of critical issues.	IR 2020[1]: 6. Corporate Governance, PART II - Corporate Governance Report - Part I: item 49 (Reporting means and policy on the reporting of irregularities in the Company).	✓	-	-
102-34	Nature and communication of critical issues.	IR 2020[1]: 6. Corporate Governance, PART II - Corporate Governance Report - Part I: item 29 (Ethics and Conduct Committee) and 49 (Reporting means and policy on the reporting of irregularities in the Company). The mechanism for addressing and resolving these issues is described in the GRI 102-33 indicator.	✓	-	-
102-35	Remuneration policies.	• IR 2020[1]: 6. Corporate Governance, PART II - Corporate Governance Report - Part I, Section D - Remuneration (I - Power to establish- II - Remuneration Committee III - Remuneration structure IV – Remuneration disclosure; VII – Share and/or stock options plans). • CDP Climate Change Information Request: C1. Governance - https://www.cdp.net/en/responses	✓	-	-
102-36	Remuneration determination processes.	IR 2020[1]: 6. Corporate Governance, PART II - Corporate Governance Report - Part I, Section D - Remuneration (I - Power to establish- II - Remuneration Committee III - Remuneration structure IV – Remuneration disclosure; VII – Share and/or stock options plans).	✓	-	-
102-37	Involvement of stakeholders in remuneration issues.	IR 2020[1]: 6. Corporate Governance, PART II - Corporate Governance Report - Part I, Section D - Remuneration (I - Power to establish- II - Remuneration Committee III - Remuneration structure IV – Remuneration disclosure; VII – Share and/or stock options plans).	✓	-	16
102-38	Total annual compensation ratio.	Average remuneration of employees/CEO Remuneration 2020: 0.017 Median remuneration of employees/CEO Remuneration 2020: 0.011	✓	-	-
102-39	Ratio of the percentage increase in total annual remuneration.	Average remuneration increase of employees/CEO Remuneration increase 2020: 0	✓	-	-
5. Stakeholder Engagement					
102-40	List of stakeholder groups.	• IR 2020[1]: 1.3 Approach to materiality • Galp Website – Our approach: https://www.galp.com/corp/en/sustainability/our-approach • Galp Website – Dialogue with stakeholders: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-withstakeholders/dialogue-with-stakeholders	✓	-	-
102-41	Collective contracting agreements.	Number of employees covered by Collective Bargaining Agreements: 4,734. Percentage of employees in relation to the total: 77%.	✓	1 and 3	8
102-42	Identification and selection of Stakeholders.	• IR 2020[1]: 1.3 Approach to materiality • Galp Website – Our approach: https://www.galp.com/corp/en/sustainability/our-approach • Galp Website – Dialogue with stakeholders: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-withstakeholders/dialogue-with-stakeholders	✓	-	-
102-43	Approach to engagement with stakeholders.	• Galp Website – Dialogue with stakeholders: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-withstakeholders/dialogue-with-stakeholders Customer satisfaction: Net Promoter Score (%)[1] Gas & Power: Supply – Retail: 46 DOII-MDN-CRC: Commercial Oil Portugal except Aviation, Marine and Chemicals: 35 [1] (Number of Promoters - Number of Detractors) / Number of responses x 100	✓	-	-
102-44	Key issues and concerns.	IR 2020[1] 1.1 Statement from the Board of Directors; 1.3 Approach to materiality; 5. The journey to a sustainable future	✓	-	-
6. Reporting practice					
102-45	Entities included in the consolidated financial statements	IR 2020[1]: About the report.	✓	-	-
102-46	Definition of report content and material topics limits.	IR 2020[1]: About the report; 1 3 Addressing Materiality. Galp applied GRI defined principles for the definition of IR contents, them when preparing the IR 2020, namely: - Inclusion of stakeholders: Galp identifies its stakeholders, and IR 2020 responds to their main expectations and interests;	✓	-	-

GRI Standard	Disclosure	Reference, Link or Content	External Verification	UNGC principles	SDG
		- Sustainability context: Galp adopts a comprehensive perspective when presenting its sustainability performance (e.g. presentation of risks, impacts, strategy, future perspectives, etc.); - Materiality: Galp presents its material themes, as well as the respective impacts and associated performance; and - Completeness: Galp provides sufficient information to describe its economic, environmental and social impacts.			
102-47	List of material topics.	IR 2020[1]: About the report; 1.3 Approach to materiality. • Galp Website – Our approach: https://www.galp.com/corp/en/sustainability/our-approach	✓	-	-
102-48	Information reformulation.	IR 2020[1]: About the report.	✓	-	-
102-49	Changes in the report.	IR 2020[1]: About the report. Any changes in relation to the previous year and related to acquisitions, business nature or methods of indicators calculation are stated throughout IR 2020 when applicable.	✓	-	-
102-50	Reporting period.	IR 2020[1]: About the report.	✓	-	-
102-51	Date of the last published report.	Integrated Management Report 2020.	✓	-	-
102-52	Report cycle	Annual report cycle.	✓	-	-
102-53	Contacts for questions About the report.	IR 2020[1]: About the report.	✓	-	-
102-54	Statement of reporting compliance with GRI Standards.	IR 2020[1]: About the report.	✓	-	-
102-55	GRI index contents.	Present document and IR 2020[1]: About the report.	✓	-	-
102-56	External verification.	IR 2020[1]: About the report.	✓	-	-

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Management Approach and General Standard Disclosures

GRI Standard	Disclosure	Reference, Link or Content	External Verification	UNGC Principles	SDG
Economic Series					
Aspect: Economic performance (201)					
201-1	Direct economic value generated and distributed.	Direct economic value generated (€ million): 13,377 Distributed direct economic value (€ million): 12,890 Direct economic value retained (€ million): 487 • Galp Website – Shared value creation: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-withstakeholders/creating-shared-value	✓	-	2; 5; 7; 8; 9
201-2	Financial implications, risks and opportunities due to climate change.	Galp is exposed to risks and opportunities arising from climate change that may potentially generate significant changes in operations, revenues or expenses. These risks and opportunities, as well as their impacts and mitigation/action measures, are described in the "CDP Climate Change Information Request", published annually by Galp. • IR 2020: 2.3. How we manage risk, 6. Corporate Governance, - Part I: Information on the company's shareholding structure, organization and corporate governance, Internal organization, III - Internal control and risk management. • CDP Climate Change Information Request: C2. Risks and opportunities https://www.cdp.net/en/responses	✓	-	13
201-3	Benefit plan obligations and other retirement plans.	IR 2020[1]: PART III Consolidated financial statement, Responsibilities for retirement and other benefits.	✓	-	-
Aspect: Market presence (202)					
202-2	Proportion of senior Management contracted from the local community.	• IR 2020[1]: 5.4 People at the centre Hired locally: 99%; Portuguese: 1%. Proportion of local hiring in relation to total: Portugal: 96%; Spain: 95%; Brazil: 50%; Africa: 71% Operations in the above-identified countries are understood to be local operations. 'Senior management' means executive, middle and first-line managers.	✓	6	8
Aspect: Indirect economic impacts (203)					
203-1	Development and impact of investments in infrastructures and services provided.	• IR 2020[1]: 1.2 Value creation model; 5.2 Transformation with responsibility; 5. 4 People at the centre • Galp Website – Shared value creation: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-withstakeholders/creating-shared-value • Galp Website – Engagement with the community: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-withstakeholders/engagement-with-the-community • Galp Website – Our culture and management systems: : https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environmentassets/hse-strategy/our-culture-and-management-systems	✓	-	2; 5; 7; 9; 11
203-2	Significant indirect economic impacts and extent of impacts.	See indicator 203-1.	✓	-	1; 2; 3; 8; 10; 17
Relevant aspect: Procurement practices (204)[2]					
103-1	Explanation of the material theme.	IR 2020[1]: 1.2 Value creation model; 1.3 Approach to materiality; 5. The journey to a sustainable future. The identification of Galp's material themes was based on the work described in Disclosure 102-47. The topic "Procurement Practices" is related to the theme "Sustainable value-chain management", which is considered to be a material theme (see materiality matrix). Impacts can occur both in operations and in the value-chain.	✓	-	-

GRI Standard	Disclosure	Reference, Link or Content	External Verification	UNGC Principles	SDG
103-2	Form of management and its components.	• IR 2020[1]: 5.2 Transformation with responsibility; 5.6 Developing a conscious business • Galp Website: https://www.galp.com/corp/en/sustainability; https://www.galp.com/corp/en/corporate-governance/documentation	✓	-	-
103-3	Evaluation of the form of management.	Galp measures and monitors indicators associated with this aspect, reporting them in IR 2020 in the sustainability channel or in this document. This information is communicated each year as part of Galp's external financial reporting. In addition, the information is independently audited by an external entity (see Disclosure 102-56). • IR 2020[1]: 5.6 Developing a conscious business • Galp Website - Reporting: https://www.galp.com/corp/en/sustainability/reporting	✓	-	-
204-1	Proportion of spending on local suppliers.	In 2020, we made a total of € 542 million of purchases, distributed by 2,814 suppliers, of which 1,098 correspond to Tier 1 suppliers (suppliers with contracts exceeding €5 thousand). Purchases by business segment (%): Upstream (3%); Refining & Midstream (61%); Commercial (11%); Corporate services (25%). Local purchases by country (%): Portugal (82%); Spain (89%); Brazil (92%); São Tomé and Príncipe (97%); Netherlands (28%); Namibia (41%); Mozambique (100%). Galp understands by location geography (country) and significant operations in the countries identified above.	✓	-	12
Material aspect: Anti-corruption (205)[2]					
103-1	Explanation of the material theme.	IR 2020[1]: 1.2 Value creation model; 1.3 Approach to materiality; 5. The journey to a sustainable future The identification of Galp's material themes was based on the work described in Disclosure 102-47. The topic "Unfair competition" is related to the theme "Business Ethics", which is considered to be material theme (see materiality matrix). Impacts can occur both in operations and in the value-chain.	✓	-	-
103-2	Form of management and its components.	• IR 2020[1]: 5.2 Transformation with responsibility; Developing a conscious business - Culture of transparency and ethics; 6. Corporate Governance, PART II - Corporate Governance Report – Part I C- Internal organization, II - Communication of irregularities. • Galp Website - Transparency and prevention of corruption: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/transparency-andcorruption-prevention • Corruption Prevention Policy: https://www.galp.com/corp/Portals/0/Recursos/Governo-Societario/SharedResources/Documentos/EN/Corruption_Prevention_Policy_1.pdf • Anti-money laundering and Terrorist Financing policy: https://www.galp.com/Portals/0/Recursos/GovernoSocietario/SharedResources/Documentos/EN/Money_Laundering_and_Terrorist_Financing_Prevention_Policy.pdf	✓	-	-
103-3	Evaluation of the form of management	Galp measures and monitors indicators associated with this aspect, reporting them in IR 2020 in the sustainability channel or in this document. This information is communicated each year as part of Galp's external financial reporting. In addition, the information is independently audited by an external entity (see Disclosure 102-56). • IR 2020[1]: 6. Corporate Governance, PART II - Corporate Governance Report – Part I C- Internal organization, II - Communication of irregularities. • Galp Website - Reporting: https://www.galp.com/corp/en/sustainability/reporting	✓	-	-
205-1	Total number and percentage of operations subject to risk assessments related to corruption and significant identified risks	All operations that meet any of the 12 criteria provided in our internal integrity verification procedure are covered by a duty of due diligence by the Directorate of Legal and Governance at the request of Galp's businesses or any other organisational units. The results of the evaluations take into account quantitative and qualitative criteria. In 2020, 218 counter-parties were analysed through our Compliance system, with a 95% increase in verified entities.	✓	10	16
205-2	Communication and training in anti-	• IR 20201: 5.6 Developing a conscious business – Culture of transparency and ethics In 2020 transversal training was made available to all employees in the Galp Group.	✓	10	16

GRI Standard	Disclosure	Reference, Link or Content	External Verification	UNGC Principles	SDG
	corruption policies and procedures.				
205-3	Confirmed cases of corruption and measures taken.	Galp did not report any cases of corruption in 2020.	✓	10	16
Aspect: Reserves (OG)					
G4-OG1	Volume and type of estimated proven reserves and production.	• IR 2020[1]: 3.2 Upstream.	✓	-	-
Material aspect: Anti-competitive behaviour (206)[2]					
103-1	Explanation of the material theme.	• IR 2020[1]: 1.2 Value creation model; 1.3 Approach to materiality; 5. The journey to a sustainable future The identification of Galp's material themes was based on the work described in Disclosure 102-47. The topic "Unfair competition" is related to the theme "Business Ethics", which is considered to be material theme (see materiality matrix). Impacts can occur both in operations and in the value-chain.	✓	-	-
103-2	Form of management and its components.	• IR 2020[1]: 5.2 Transformation with responsibility; 5.6 Developing a conscious business; 6. Corporate Governance, PART II - Corporate Governance Report – Part I: Item 51.	✓	-	-
103-3	Evaluation of the form of management	See Material aspect: Anti-corruption (205), 103-3.	✓	-	-
206-1	Total number of lawsuits as a consequence of unfair competition, antitrust or monopoly practices and their outcomes.	There were no pending administrative or judicial actions related to unfair competition, antitrust or monopoly practices in 2020.	✓	-	16
Relevant aspect: Tax (207)[2]					
207-1	Approach to tax	In 2019, Galp adopted a Tax Policy that 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: https://www.galp.com/corp/Portals/0/Recursos/governance%202020/P-Tax%20Policy.pdf The body responsible for managing the fiscal strategy and monitoring it is the Tax Council.	✓	-	-
207-2	Tax governance, control and risk management	Galp monitors, measures and manages tax matters in order to ensure responsible decision-making in this area and in order to minimize potential financial and reputational risks. The Supervisory Board is the body responsible for ensuring tax compliance, supervising accounting policies and valuation criteria, supervising the effectiveness of the risk management and internal control system, supervising the process of preparing and disclosing financial information, among others. others. Annually, the Supervisory Board prepares a report on its supervisory action and gives an opinion on the report, accounts and proposals submitted by the Management.	✓	-	-
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 organizations and sharing of information on matters under consultation.	✓	-	-

GRI Standard	Disclosure	Reference, Link or Content	External Verification	UNGC Principles	SDG
207-4	Country-by-country reporting	IR 2020: Part III Consolidated and individual financial statements - 16. Taxes, deferred income taxes and energy sector extraordinary contribution. Note: indicator partially reported.	✓	-	-
Environmental Series					
Relevant aspect: Materials (301)[2]					
103-1	Explanation of the material theme.	• IR 2020[1]: 1.2 Value creation model; 1.3 Approach to materiality; 5. The journey to a sustainable future The identification of Galp's material themes was based on the work described in Disclosure 102-47. The "Materials" theme is connected to the theme "Operating eco-efficiency", considerer a material theme (see materiality matrix). Impacts may occur both in operations and in the value chain.	✓	-	-
103-2	Form of management and its components.	We promote a responsible use of resources in the three life cycle stages of our facilities, products and services: Formulation and design; Operation and lifespan; End of life and deactivation. In all our operations, aiming at the efficiency in the use of natural resources, we operate according to four key axes. Optimizing resource revenue; Redesign of processes and models; Innovation and new technologies; Preservation of natural capital. We see the circular economy as an essential tool to balance economic growth and resource consumption. • IR 2020[1]: 5.2 Transformation with responsibility;5.5 Reducing the ecological footprint • Galp Website - Health, Safety and Environment Strategy: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-the-environment-and-assets/hse-strategy • Galp Website – Environment: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-the-environment-and-assets/environmental-protection • Galp Website - Operating eco-efficiency: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/operational-eco-efficiency • Galp Website - Protection of biodiversity, water and soil: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/biodiversity-and-water • Galp Website - Circular economy: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/operational-eco-efficiency/galp-circular-economy	✓	-	-
103-3	Evaluation of the form of management .	Galp performs the measuring and monitoring of the indicators connected to this aspect and reports them in the IR 2020, in the sustainability channel or in this document. This information is reported every year, within the scope of Galp's non-financial information external reporting. Additionally, the information is independently audited by an external entity (view Disclosure 102-56). Through its HSE Policy, Galp undertakes to inform and disclose this Policy to stakeholders and to report its HSE performance in a responsible and transparent manner. • IR 2020[1]: 5.5 Reducing the ecological footprint • Galp Website - Reporting: https://www.galp.com/corp/en/sustainability/reporting	✓	-	-
301-1	Consumption of raw materials.	Crude oil processed at the Matosinhos Refinery: 2,581,320 ton. Crude oil processed at the Sines Refinery: 8,199,496 ton. Feedstock processed at the Matosinhos Refinery: 2,581,320 ton. Feedstock processed at the Sines Refinery: 10,119,411 ton.	✓	7 and 8	8; 12
301-2	Consumption of recycled materials.	Galp operates an industrial unit in Sines, Enerfuel, dedicated to the biodiesel production FAME (fatty acid methyl ester) through transformation of waste oils and waste animal fats into second generation biofuels.	✓	7 and 8	8; 12
301-3	Products and packaging recovered.	Weight of SPV (Sociedade Ponto Verde) packages (2019 data): - Plastic (ton): 129.4 - Paper and carton (ton): 65.0 - Steel (ton): 10.0	✓	7 and 8	8; 12

GRI Standard	Disclosure	Reference, Link or Content	External Verification	UNGC Principles	SDG
		- Wood (ton): 17.3 - TOTAL (ton): 221.8			
Material aspect: Energy (302)[2]					
103-1	Explanation of the material theme.	• IR 2020[1]: 1.2 Value creation model; 1.3 Approach to materiality; 5. The journey to a sustainable future The identification of Galp's material themes was based on the work described in Disclosure 102-47. The "Energy" theme is connected to the theme "Sustainable energy portfolio", considerer material theme (view materiality matrix. Impacts may occur both in operations and in the value chain.	✓	-	-
103-2	Form of management and its components.	• IR 2020[1]: 5.2 Transformation with responsibility; 5.3 Approach to climate challenge; 5.5 Reducing the ecological footprint • Galp Website – Goals and targets – Energy and Climate: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate • Further information on Galp's position and how this theme is managed: https://www.galp.com/corp/en/sustainability • Mobility – Galp Electric: http://www.Galpelectric.pt/	✓	-	-
103-3	Evaluation of the form of management .	See Environmental Series, Material aspect: Materials (301), 103-3	✓	-	-
302-1	Energy consumption within the organization.	• IR 2020[1]: 5.3Approach to climate challenge; 5.5 Reducing the ecological footprint • CDP Climate Change Information Request: C8. Energy - https://www.cdp.net/en/responses Direct energy consumption by primary sources (TJ)[1]: 38,863 Purchase of electricity (TJ)[2]: 1,558 Electricity production (TJ)[3]: 3,489 Electricity sold (TJ)[3]: 2,391 [1] The main fuels used are NG, diesel, gasoline and fuel oil. In the refineries' activity, there is still consumption of fuel gas. This includes all Galp business segments. [2] Includes all Galp business segments (Upstream; Refining & Midstream; Commercial; Renewables & New Businesses). [3] The production and sale of electricity relate to Refining & Midstream (Sines and Matosinhos refineries); Commercial (Agroger) and Retail (service stations).	✓	7 and 8	7; 8; 12; 13
302-2	Energy consumption outsider the organization.	Galp monitors and reports the energy consumption outside the organisation, namely: diesel consumption by the fleet of service providers (road transport); diesel consumption by the fleet of service providers (maritime transport); fuel oil consumption by the fleet of service providers. Energy consumption connected to the service providers (GJ): 1,978,593	✓	8	7; 8; 12; 13
302-3	Energy intensity	Galp calculates energy intensity ratios for its most relevant operations, namely: Refining & Midstream and Upstream (non-operated). Sines refinery – Energy Intensity Index: 95.8 Matosinhos refinery – Energy Intensity Index: 91.5 Upstream NON-operated BRAZIL - (GJ/ton)[1]: 0.81 Upstream NON-operated ANGOLA - (GJ/ton)[1]: 1.21 [1] Energy consumption/hydrocarbons produced. This includes diesel and fuel gas.	✓	8	7; 8; 12; 13
302-4	Reduction of energy consumption.	• IR 2020[1]: 5.3 Approach to climate challenge; 5.5 Reducing the ecological footprint • Galp Website – Low Carbon Initiatives: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate/energy-efficiency • CDP Climate Change Information Request: C8. Energy - https://www.cdp.net/en/responses	✓	8 and 9	7; 8; 12; 13
302-5	Reductions in the energy needs of products and services.	• IR 2020[1]: 3.3 Commercial; 5.3 Approach to climate change	✓	8 and 9	7; 8; 12; 13

GRI Standard	Disclosure	Reference, Link or Content	External Verification	UNGC Principles	SDG
OG2	Total amount invested in renewable energy (m€).	Upstream Investment (m€): 94.5 Mozambique (m€): 93.5 Brazil Cabiunas (m€): 1.0 Commercial Investment (m€): 7 Electric mobility (m€): 4.1 LPG/CNG (m€): 2.5 Renewables Investment (m€): 349.7 Solar (m€): 344.3 Energia Independiente (m€): 1.6 Biofuels (Enerfuel + BBB) (m€): 3.8 TOTAL Investment (m€): 450.9	✓	-	-
OG3	Total renewable energy generated, broken down by source (MWh).	Renewable energy produced (MWh): 327,202. Wind energy (MWh): 30,406 Solar energy (MWh): 296,796 Avoided CO_2 emissions (ton CO_2): 97,717 Wind energy (ton CO_2): 9,081 Solar energy (ton CO_2): 88,636 • See indicators 302-4 and 302-5. • IR 2020[1]: 1.4 Contribution to the Sustainable Development Goals; 3.3 Commercial; 3.4 Refining & Midstream; 3.5 Renewables & New Businesses • CDP Climate Change Information Request: C4. Targets and performance; C8. Energy - https://www.cdp.net/en/responses	✓	-	-
Relevant aspect: Water (303)[2]					
103-1	Explanation of the material theme.	IR 2020[1]: 1.2 Value creation model; 1.3 Approach to materiality; 5. The journey to a sustainable future The identification of Galp's material themes was based on the work described in Disclosure 102-47. The "Water" theme is connected to the theme "Water Management", deemed a material theme (view materiality matrix). Impacts may occur both in operations and in the value chain.	✓	-	-
103-2	Form of management and its components.	We promote a responsible use of resources in the three life cycle stages of our facilities, products and services: Formulation and design; Operation and lifespan; End of life and deactivation. In all our operations, aiming at the efficiency in the use of natural resources, we operate according to four key axes. Optimising resource revenue; Redesign of processes and models; Innovation and new technologies; Preservation of natural capital. We see the circular economy as an essential tool to balance economic growth and resource consumption • IR 2020[1]: 5.2 Transformation with responsibility; 5.5 Reducing the ecological footprint • Galp Website - Health, Safety and Environment Strategy: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-the-environment-and-assets/hse-strategy • Galp Website – Environment: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-the-environment-and-assets/environmental-protection • Galp Website - Operating eco-efficiency: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/operational-eco-efficiency • Galp Website - Protection of biodiversity, water and soil: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/biodiversity-and-water	✓	-	-
103-3	Evaluation of the form of management .	See Environmental Series, Material aspect: Materials (301), 103-3	✓	-	-
303-1	Interactions with water as a shared resource	Galp is committed to adopting measures that promote the most efficient and sustainable use of water in its various operations. Among the actions promoted for the sustainable management of this resource, we highlight the periodic updating of the mapping of risks associated with the use of water in 100% of Galp's operations and the monitoring of the quality of groundwater in its upstream and downstream operations, namely on blocks operated onshore and at refineries. The goals established in this area are in line with the eco-efficiency objectives established for the Group's operations. More information about the organization's interaction with water at: https://www.galp.com/corp/pt/sustentabilidade/os-nossos-	✓	-	-

<table>
<tr><th>GRI Standard</th><th>Disclosure</th><th>Reference, Link or Content</th><th>External Verification</th><th>UNGC Principles</th><th>SDG</th></tr>
<tr><td></td><td></td><td>compromissos/protecao-das-pessoas-ambiente-ativos/ambiente/biodiversidade-e- Water</td><td></td><td></td><td></td></tr>
<tr><td>303-2</td><td>Management of water discharge-related impacts</td><td>Galp is concerned with reducing the production of effluents and minimizing its polluting load in all its operations. To ensure an adequate management of the effluents produced, we offer treatment systems, fit for purpose, depending on the type of installation in question (e.g.: dedicated WWTP; pre-treatment systems combined with the sending of pre-treated effluents to a third-party WWTP. part). The level of compliance is ensured through periodic monitoring of the quality of effluents, ensuring that they are below the defined emission limit values. In particular, in 2020, the good performance of both refineries in relation to the concentration of rejected hydrocarbons in the industrial effluent stands out, exceeding the goals established for this indicator. Galp has been developing projects in order to optimize the quality of its wastewater and, consequently, to achieve greater efficiency in its systems, allowing for an increase in the amount of water reused/ recycled. https://www.galp.com/corp/pt/sustentabilidade/os-nossos-compromissos/protecao-das-pessoas-ambiente-e-ativos/ambiente/ecoeficiencia-operacional</td><td>✓</td><td></td><td></td></tr>
<tr><td>303-3</td><td>Water withdrawal</td><td>• IR 2020[1]: 5.5 Reducing the ecological footprint
• Galp Website – Interactive Indicators: https://www.galp.com/corp/en/url/sustainability/reporting/interactive-indicators

<table><tr><th></th><th>thousand m³</th></tr><tr><td>Total water withdrawal</td><td>9,881</td></tr><tr><td>Surface water</td><td>0</td></tr><tr><td>Groundwater</td><td>159</td></tr><tr><td>Seawater</td><td>147</td></tr><tr><td>Produced water</td><td>0</td></tr><tr><td>Third-party water</td><td>9,584</td></tr><tr><td>Total water withdrawal from all areas with water stress</td><td>5</td></tr><tr><td>Surface water</td><td>0</td></tr><tr><td>Groundwater</td><td>0</td></tr><tr><td>Seawater</td><td>0</td></tr><tr><td>Produced water</td><td>0</td></tr><tr><td>Third-party water</td><td>5</td></tr><tr><td>Total water withdrawal by category</td><td>9,890</td></tr><tr><td>Freshwater</td><td>9,743</td></tr><tr><td>Other water</td><td>147</td></tr></table>
Upstream Non-operated - Brazil (Seawater withdrawal/Injection water) (thousand m³): 5,338
Upstream Non-operated - Angola (Injection of withdrawn water) (thousand m³): 1.293
Water consumption is calculated using standard methodologies, e.g. billing, meter reading or estimation.</td><td>✓</td><td>7 and 6</td><td>6</td></tr>
<tr><td>303-4</td><td>Water discharge</td><td>• IR 2020[1]: 5.3 5.5 Reducing the ecological footprint
• Galp Website – Interactive Indicators: https://www.galp.com/corp/en/url/sustainability/reporting/interactive-indicators

<table><tr><th></th><th>Thousand m³</th></tr><tr><td>Total water discharge</td><td>5,913</td></tr><tr><td>Groundwater</td><td>3</td></tr><tr><td>Third-party water</td><td>4,540</td></tr><tr><td>Water environment</td><td>1,370</td></tr></table>
Upstream Non-operated - Angola (water environment effluent) (thousand m³): 747.3
Effluent production is determined by standard methodologies, e.g. billing or estimating.</td><td>✓</td><td>8</td><td>6</td></tr>
</table>

303-5	Water consumption	• IR 2020[1]: 5.3 5.5 Reducing the ecological footprint • Galp Website – Interactive Indicators: https://www.galp.com/corp/en/url/sustainability/reporting/interactive-indicators mil m^3 Total water consumption: 3,968 Total water consumption from all areas with water stress: 5	✓	8	6; 8; 12
-	Reutilised water	• IR 2020[1]: 5.5 Reducing the ecological footprint • Galp Website – Interactive Indicators: https://www.galp.com/corp/en/url/sustainability/reporting/interactive-indicators m^3 Total volume of water reused: 1,482,501 Matosinhos Refinery: 868,424 Sines Refinery: 614,077 Percentage of water reused (%): 15% Percentage of water reused (%) compared to Refining: 17%	✓	8	6; 8; 12
Relevant aspect: Biodiversity (304)					
304-1	Location in protected or adjacent areas, and areas of high biodiversity value outside protected areas.	None of Galp's upstream and refining operations are within an area of significant biodiversity relevance • IR 2020[1]: 5.5 Reducing the ecological footprint • Galp Website – Identification of Protected and Significant Biodiversity Areas: https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/EN_IBAT_Nov2019.pdf • Galp Website - Protection of biodiversity, water and soil: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/biodiversity-and-water	✓	8	6; 14; 15
Material aspect: Emissions (305)[2]					
103-1	Explanation of the material theme.	• IR 2020[1]: 1.2 Value creation model; 1.3 Approach to materiality; 5. The journey to a sustainable future The identification of Galp's material themes was based on the work described in Disclosure 102-47. The "Emissions" theme is connected to the theme "Sustainable energy portfolio", considerer material theme (see materiality matrix). Impacts may occur both in operations and in the value chain.	✓	-	-
103-2	Form of management and its components.	• IR 2020[1]: 5.2 Transformation with responsibility; 5.3 Approach to climate change; 5.5 Reducing the ecological footprint • Website Galp – Goals and Targets – Energy and climate: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate • Website Galp – Climate Change and Energy Transition: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate/climate-change-and-energy-transition • Website Galp – Low Carbon Initiatives: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate/energy-efficiency • Website Galp – Carbon Metrics: https://www.galp.com/corp/en/sustainability/our-commitments/energy-and-climate/carbon-footprint Website Galp – Operating eco-efficiency: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/environment/operational-eco-efficiency • CDP Climate Change Information Request: C1. Governance; C3. Business Strategy; C4. Targets and performance; C6. Emissions data - https://www.cdp.net/en/responses • Climate Change Policy: https://www.galp.com/corp/Portals/0/Recursos/Governo-Societario/SharedResources/Documentos/EN/Climate-Change-Policy.pdf	✓	-	-
103-3	Evaluation of the form of management.	See Environmental Series, Material aspect: Materials (301), 103-3	✓	-	-
305-1	Direct GHG emissions (scope 1).	Direct GHG emissions (scope 1): 3.06 mton CO_2e • IR 2020[1]: 5. Approach to climate change	✓	7 and 8	3; 12; 13; 14; 15

		• Galp Website – Interactive Indicators: https://www.galp.com/corp/en/url/sustainability/reporting/interactive-indicators • CDP Climate Change Information Request: C5. Emissions Methodology; C6. Emissions Data; C-OG6; C7. Emissions Breakdown; C-OG7 - https://www.cdp.net/en/responses 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.			
305-2	Indirect GHG emissions (scope 2).	Indirect GHG emissions (scope 2): 0.04 mton CO_2e • IR 2020[1]: 5.3Approach to climate change • Galp Website – Interactive Indicators: https://www.galp.com/corp/en/url/sustainability/reporting/interactive-indicators • CDP Climate Change Information Request: C5. Emissions Methodology; C6. Emissions Data; C-OG6; C7. Emissions Breakdown; C-OG7 - https://www.cdp.net/en/responses 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.	✓	7 and 8	3; 12; 13; 14; 15
305-3	Other indirect GHG emissions (scope 3).	Indirect GHG emissions (scope 3): 46.93 mton CO_2e • IR 2020[1]: 5.3Approach to climate change • Galp Website – Interactive Indicators: https://www.galp.com/corp/en/url/sustainability/reporting/interactive-indicators • CDP Climate Change Information Request: C5. Emissions Methodology; C6. Emissions Data; C7. Emissions Breakdown - https://www.cdp.net/en/responses 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.	✓	7 and 8	3; 12; 13; 14; 15
305-4	Carbon intensity	Galp calculate a carbon intensity adapted to its value chain and applicable to all business segments. The carbon intensity is calculated considering the emissions from all of its activities, of scope 1, 2 and 3 referred to above, and the energy marketed by the various business segments, namely crude oil, natural gas, liquid fuels, biofuels and electricity. Carbon intensity Galp: 75.4 g CO_2e/MJ Galp calculates carbon intensity ratios for its most relevant operations, namely: R&M and UPSTREAM. In Refining, CWT is the denominator. In the case of UPSTREAM, the denominator is the amount of hydrocarbons produced. The ratios are calculated with Scope 1 GHG emissions. **Carbon intensity (Refining)** Sines refinery (CO_2/CWT): 30.3 Matosinhos refinery (CO_2/CWT): 30.2 **Carbon intensity (UPSTREAM operated)** Brazil (ton CO_2e): 873 Brazil (ton $CO_2e/10^3t$): 268 Brazil (ton CO_2e/kboe): 36 **Carbon intensity (UPSTREAM non-operated)** Brazil (ton CO_2e): 401,449 Brazil (ton $CO_2e/10^3t$): 69.4 Brazil (ton CO_2e/kboe): 9.3 Angola (ton CO_2e): 94,044 Angola (ton $CO_2/10^3$ t): 119.5 Angola (ton CO_2/kboe): 16.1 Total (ton CO_2e): 495,493 Total (ton $CO_2/10^3$ t): 75.4 Total (ton CO_2/kboe): 10.1 **Carbon intensity (UPSTREAM operated and non-operated)**	✓	8	13;14; 15

		Total (ton CO_2e) 496,366 Total (ton $CO_2/10^3$ t) 75.49 Total (ton CO_2/kboe) 10.1 • IR 2020[1]: 5.3Approach to climate change • CDP Climate Change Information Request: C5. Emissions Methodology; C6. Emissions Data; C-OG6; C7. Emissions Breakdown; C-OG7 - https://www.cdp.net/en/responses			
305-5	Reducing GHG emissions.	See 302-4, 302-5 and OG3 Disclosures.	✓	8 and 9	13; 14; 15
305-6	Emissions of ozone-depleting substances, by weight.	Our Company does not manufacture or sell products that emit substances that damage the ozone layer. On the other hand, Galp guarantees the conformity of the equipment used by it that contains these substances with the applicable regulations, verifying such compliance through audits. Finally, our Company has a Regulatory Guide – Management of substances that deplete the ozone layer. We thus guarantee that no significant sources of emissions of these substances have been identified in Galp's activities.	✓	7 and 8	3; 12
305-7	NOx, SOx and other Atmospheric emissions.	• IR 2020[1]: 5.5 Reducing the ecological footprint Internationally accepted emission factors (EEA; EPA) applied to energy consumptions are used to calculate emissions. In Refining, emissions are measured continuously.	✓	7 and 8	3; 12; 14; 15
Relevant aspect: Waste (306) - 2020[2]					
306-1	Waste generation and significant waste-related impacts	For Galp, environmental protection is a central concern, present in the different stages of all activities, from conception and design, to the end of the life of the installations, equipment and products.	✓	8	3; 6; 12; 14
306-2	Management of significant waste-related impacts	Galp seeks to minimize consumption and maximize the usefulness of materials, namely through their reuse, recycling or recovery. Waste management is supported by risk analysis and assessment taking into account both the hazardousness of products/waste from operations and the capacity and suitability of the infrastructure and equipment to process and store them. In this way, Galp manages risks to ecosystems and human health and reduces the amount of waste at the source of production and its hazard.	✓	8	3; 6; 12; 14
306-3	Waste generated	• IR 2020[1]: 5.3 Be responsible - 5.5 Reducing the ecological footprint • Galp Website – Interactive Indicators: https://www.galp.com/corp/en/url/sustainability/reporting/interactive-indicators tonnes **Total waste generated** 27,894 Recovered 15,710 Disposed 12,183 **Percentage of total waste recovered (%)** 56% **By category:** **Hazardous waste** **21,701** Recovered 10,077 Disposed 11,624 **Non-hazardous waste** **6,192** Recovered 5,633 Disposed 559 Waste production is determined through waste control guides provided by the service providers.	✓	8	3; 6; 12; 14
	Occurrence of spillage	Losses of primary containment that reached the environment (no.) (>150 l): 7 Losses of primary containment that reached the environment (m3) (>150 l): 302,3	✓		
G4-OG5	Volume of water produced.	Upstream Non-operated - Angola (m^3): 747,257. Upstream Non-operated - Angola ($m^3/10^3$ t): 946.6.	✓	-	-
G4-OG6	Volume of flared and vented hydrocarbons.	**Flaring (Upstream)** Upstream Operated Brazil - Gas *flaring* (m^3) 341,298 Upstream Operated Brazil - Gas *flaring* (ton) 279 Hydrocarbons produced (ton) 3,258 **Upstream Operated BRAZIL - Ratio (ton /10^3 ton) 85.69** Upstream Non-operated Brazil - Gas *flaring* (m^3) 29,265,551 Upstream Non-operated Brazil - Gas *flaring* (ton) 23,939 Hydrocarbons produced (ton) 5,785,013	✓	-	-

		Upstream Non-operated BRAZIL - Ratio (ton /10³ ton) 4.14 Upstream Non-operated Angola - Gas *flaring* (m³) 10,401,864 Upstream Non-operated Angola - Gas *flaring* (ton) 8,509 Hydrocarbons produced (ton) 786,898 **Upstream Non-operated Angola - Ratio (ton /103 ton)** 10.81 Upstream TOTAL (Brazil OP + Brazil NOP + Angola NOP) - Gas *flaring* (m³) 40,008,713 &P TOTAL (Brazil OP + Brazil NOP + Angola NOP) - Gas *flaring* (ton) 32.727 Hydrocarbons produced (ton) 6,575,169 **Upstream TOTAL (Brazil OP + Brazil NOP + Angola NOP) - Ratio (ton /103 ton)** 4.98 In non-operated Blocks, we do not carry out venting.			
G4-OG7	Amount of drilling waste and strategy for their disposal.	Upstream (operated) - Brazil (ton): 0.61. Upstream (non-operated): information not available. The operator does not provide this information.	✓	-	-
Aspect: Products and services (OG)					
G4-OG8	Lead, benzene and sulphur content in fuels.	• IR 2020[1]: 3.4 Refining & Midstream In all fuels, the applicable national limits for benzene and sulphur are met, and Galp refineries do not use lead addition in fuels. The reduction of the sulphur content in fuels implies the purchase of crude oils with a lower sulphur content and/or the use of units that reduce the sulphur content in fuels. Galp successfully adapted its refining system in 2019 and started in November supplying the market with a new marine fuel oil (VLSFO), with a maximum sulphur content of 0.5%, in compliance with the new IMO regulation. Galp therefore anticipated, by its own initiative, the reduction in the sulphur content of marine diesel fuel which came into effect on January 2020. Galp provides its customers with safety data sheets of its products, where the main physical-chemical characteristics are mentioned, as well as safety and environmental aspects, such as hazard identification; first aid; fire-fighting measures; measures to be taken in case of accidental leakage; handling and storage; exposure control / personal protection; toxicological information, Ecological information; transport information; exposure scenarios. Galp informs its customers of the estimated CO_2 emissions associated with fuel consumption through detailed billing. In terms of fuels sold at service stations, information is displayed at the filling stations. Galp website has information on commercialized fuels, emissions, consumption and vehicle protection, when applicable.	✓	-	-
Material aspect: Environmental compliance (307)[2]					
103-1	Explanation of the material theme.	• IR 2020[1]: 1.2 Value creation model; 1.3 Approach to materiality; 5. The journey to a sustainable future The identification of Galp's material themes was based on the work described in Disclosure 102-47. The "Environmental compliance" theme is connected to the theme " "Business Ethics", deemed a material theme (view materiality matrix). Impacts may occur both in operations and in the value chain.	✓	-	-
103-2	Form of management and its components.	• IR 2020[1]: 5.2 Transformation with responsibility; 5.5 Reducing the ecological footprint • Galp Website – Environment: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-the-environment-and-assets/environmental-protection • Galp Website – Health, Safety, Social and Environmental requirements in projects lifecycle: https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/Galp_HSSE%20Specific%20Requirements%20in%20Projects_Standard_Summary_1.pdf Through its HSE Policy, Galp undertakes to comply, in all its activities and geographies, with the applicable legislation and regulations on Health, Safety and Environment. Galp has a tool for periodically reviewing applicable legislation (e.g. environmental and other) to minimize potential regulatory and compliance risks related to the issue. In addition, Galp performs internal and external annual audits of verification and legal compliance.	✓	-	-
103-3	Evaluation of the form of management.	See Environmental Series, Material aspect: Materials (301), 103-3	✓	-	-

307-1	Non-monetary fines and penalties for non-compliance with environmental laws and regulations.	There were no convictions regarding non-monetary sanctions or significant fines for non-compliance with environmental laws and regulations in 2020. Galp considers significant fines those over €100 thousand.	✓	8	16
Material aspect: Supplier Environmental Assessment (308)[2]					
103-1	Explanation of the material theme.	• IR 2020[1]: 1.2 Value creation model; 1.3 Approach to materiality; 5. The journey to a sustainable future Galp's material themes were identified based on the work described in Disclosure 102-47. The "Environmental assessment of suppliers" theme is connected to the theme "Sustainable management of the supply chain", considerer a material theme (view materiality matrix). Impacts may occur both in operations and in the value chain.	✓	-	-
103-2	Form of management and its components.	At Galp, we are constantly concerned with the actions of our suppliers, contractors and other business partners. We want their performance to conform to the requirements we apply to our operations and activities. We take appropriate steps to ensure that business practices comply with the contractual terms we establish in the various sustainability components. Throughout our procurement process, from selection to contract formalization, we promote the compliance, by our suppliers, of the following principles that govern us are incorporated: Ethics and transparency; Respect for human rights; Protection of the environment, people and assets. This approach is implemented through procedures and a series of regulations and reference documents that our current and future partners must know, namely: Procurement policy; Code of ethics; Anti-corruption policy; Health, Safety and Environmental policy; Quality policy; Corporate responsibility policy. See more information in what concerns to supply chain risk management, Certifications, Supplier audits and Selection criteria of suppliers to be audited. Galp performs the measuring and monitoring of the indicators connected to this aspect and reports them in the IR 2020, in the sustainability channel or in this document. This information is reported every year, within the scope of Galp's non-financial information external reporting. Additionally, the information is independently audited by an external entity (view Disclosure 102-56). • IR 2020: 1.2 Value creation model; 1.3 Approach to materiality; 5.6 Developing a conscious business • Galp Website – Engagement with suppliers and other partners: https://www.galp.com/corp/en/sustainability/our-commitments/engaging-stakeholders/engaging-with-suppliers-and-partners • Galp Website - Reporting: https://www.galp.com/corp/en/sustainability/reporting	✓	-	-
103-3	Evaluation of the form of management.	Galp performs the measuring and monitoring of the indicators connected to this aspect and reports them in the IR 2020, in the sustainability channel or in this document. This information is reported every year, within the scope of Galp's non-financial information external reporting. Additionally, the information is independently audited by an external entity (view Disclosure 102-56). • IR 2020: 5.6 Developing a conscious business • Galp Website - Reporting: https://www.galp.com/corp/en/sustainability/reporting	✓	-	-
308-1	New suppliers assessed based on environmental criteria.	• IR 2020[1]: 5.6 Developing a conscious business • Galp Website - Sustainable management in the supply chain: https://www.galp.com/corp/en/sustainability/our-commitments/engaging-with-stakeholders/engaging-with-suppliers-and-partners/sustainable-management-in-the-supply-chain In the scope ARS agreement (Added Road Safety Agreement) of APETRO, in 2020, 4 audits were carried out to hired carriers that provide direct service to Galp, through an annual plan previously agreed. All drivers attend mandatory training courses, which contents are assessed by APETRO, in terms of defensive driving, product handling, among others. Service vehicles comply with several requirements, namely the requirement to be equipped with clean EURO6 engines. Also, within the scope of this agreement, initiatives are being developed with Public Entities for legislative revisions.	✓	8	-

Certification of suppliers:

International Standard	
Quality (ISO 9001)	2,931
Environment (ISO 14001)	1,640
Security (OHSAS 18001)	1,678
Other certifications	1,887

Supplier audits::

Audits	
No. audits to suppliers	169
No. audits to tier 1 suppliers	165
No. critical tier 1 suppliers audited	120
No. critical tier n-1 suppliers audited	0
% audited tier 1 suppliers	15%
% critical certified tier 1 suppliers	62%

Sustainability risk:

Sustainability risk	
Number of tier 1 suppliers with high sustainability risk	189
Number of tier 1 suppliers with high economic sustainability risk	111
Number of tier 1 suppliers with high environmental sustainability risk	0
Number of tier 1 suppliers with high social sustainability risk	101

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. • RI 2020[1]: 5.6 Developing a conscious business • Galp Website - Sustainable management in the supply chain: https://www.galp.com/corp/en/sustainability/our-commitments/engaging-with-stakeholders/engaging-with-suppliers-and-partners/sustainable-management-in-the-supply-chain	✓	8	-
Social Series					
Material aspect: Employment (401)[2]					
103-1	Explanation of the material theme	• IR 2020[1]: 1.2 Value creation model; 1.3 Approach to materiality 5.4 People at the centre The identification of Galp's material themes was based on the work described in Disclosure 102-47. The "Employment" theme is connected to the themes "Attracting and retaining talent" and "Development of human capital", deemed a material themes (see materiality matrix). Impacts may occur both in operations and in the value chain.	✓	-	-
103-2	Form of management and its components	• IR 2020: 5.4 People at the centre The management and development of our human capital is a crucial factor in the success of our Organisation. We position ourselves as a competitive employer, offering the conditions to attract, develop and retain the talent of employees, considering the strategic and context challenges that the Organisation faces. To meet our goal of creating value for all stakeholders, we regularly adjust our human capital strategy, focusing on the following areas of action: Recruitment; Development; Performance management; Compensation; Welcoming, learning and training; Information systems. For further information on this theme, please visit Galp's website - Valuing human capital: https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital	✓	-	-
103-3	Evaluation of the form of management	• IR 2020: 5.4 People at the centre This information is described in the Economic Series, Material aspect: Anticorruption (205), 103-3.	✓	-	-
401-1	Total number and rates of new employee hires and employee turnover by age group, gender and region.	• IR 2020[1]: 5.4 People at the centre • Detailed information on: HR Annex, of this document.	✓	-	5; 8
401-2	Benefits granted to	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 of our employees	✓	-	8

	full time employees, and not to fixed-term or part time employees	and pensioners a set of social insurances other than those provided for in the Labour Code (for example, health insurance and life insurance). • Galp Website – Recognition and Reward: https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital/benefits-and-compensations			
401-3	Rates of return to work and retention after maternity/paternity leave, broken down by gender.	Right to take leave (M&F): 100% Rate of return (M&F): 100%[1] Retention rate (M&F): 100%[1] [1] No causal relationship is found between parental leave situations and leaving the Company.	✓	3	5; 8
Aspect: Labour/Management Relations (402)					
402-1	Minimum notice period for operational changes and whether these are specified in Collective bargaining agreements.	There is no minimum notice with regard to operational changes. Employees are notified of any such changes in a manner deemed timely and appropriate by Management.	✓	4	8
Material aspect: Occupational Health and Safety (403)[2]					
103-1	Explanation of the material theme	• IR 2020[1]: 1.2 Value creation model; 1.3 Approach to materiality 5.4 People at the centre . Galp's material themes were identified based on the work described in Disclosure 102-47. The "Occupational Health and Safety" theme is connected to the theme "Safety" and, deemed material theme (see materiality matrix). Impacts may occur both in operations and in the value chain.	✓	-	-
103-2	Form of management and its components	• IR 2020[1]: 5.4 People at the centre . The best security practices are a priority to our Organisation. On a day-to-day basis, we seek to protect our employees and all those who work with us, the community and the environment. We act according to the best security practices, protecting our employees and all those who work with us, the community and the environment. Safety is a priority in all our projects and therefore we seek to keep in mind in our daily lives and reflected in the behaviours, attitudes and decisions of all those who are part of our Organisation. We set Safety performance goals throughout the different levels of the organisation, to boost their integration as a priority in the day-to-day activities and as a condition for the Company's sustainability objectives. The visible commitment of each and every one of those who are part of the Organisation is crucial (HSE operational management system, Management Commitment - Element 01) The commitment of management and responsibilities throughout the organisation's hierarchical structure are explicitly expressed in our HSE Policy and in our HSE operational management System, safeguarding the integration of safety and health with strategy and decisions applied on a daily basis at our Company. The risk assessment activities are ensured at all of our operations to identify and manage the main safety risks. We raise our employees' awareness to the importance of these activities. Our operations have security management systems and are periodically subject to third party independent audits. We promote an integrated health management that follows the best international practices and regulations, based on four principles: precaution; prevention; protection; continuous improvement. We understand health protection in a comprehensive perspective, taking into account all aspects of the physical, mental health and well-being of our employees and their families. We focus primarily on two key dimensions: health and medical surveillance; provision of health care in the event of an accident or illness. Through its HSE Policy, Galp undertakes to integrate HSE into the company's strategy and activity, and to establish challenging goals and objectives on HSE matters, measuring and evaluating the results obtained, and taking the necessary actions for its pursuit, committing all employees and service providers.	✓	-	-

		For further information on this theme, please visit the Galp website – Safety: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/safety For further information on this theme, please visit the Galp website - Health: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/health For further information on this theme, please visit the Galp website - Our culture and management systems: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/hse-strategy/our-culture-and-management-systems			
103-3	Evaluation of the form of management	• IR 2020[1]: 5.4 People at the centre . This information is described in the Environment Serie, Material aspect: Materials (301), 103-3	✓	-	-
403-1	Occupational health and safety management system	Galp has an integrated management system (IMS) that encompasses aspects of safety, environment, quality, energy, social responsibility and business continuity. In any of the 6 aspects, we implement the respective processes and standards that ensure compliance with the respective requirements including legal requirements. With regard to occupational health and safety, the ISO 45001 standard (under which we are certified) has a broader concept of worker than the legislation, including employees, service providers and subcontracting.	✓	-	3; 8
403-2	Hazard identification, risk assessment, and incident investigation	As part of the transition from the certification of OSHAS 18001 to ISO 45001, in 2020 the processes of hazard identification and risk assessment and consultation and participation of workers were reviewed. In both cases, a uniform approach was adopted for the entire company, thus ensuring compliance with the requirements of the respective standard. In addition to the above processes, which includes the participation and consultation of workers in the identification of hazards or dangerous work situations, Galp has also made available a reporting platform for near misses and safety improvement suggestion forums in which any worker can report/participate. In addition to Galp's safety policy and processes that allow any worker to remove themselves from unsafe work situations, with the adoption of Galp Life Saving Rules and the distribution of STOP CARDS, in 2019, for the entire company and all workers Galp reinforced its safety culture, where any worker has the authority to intervene at any time if an action or situation violates any of the Galp Life Saving Rules. In the year 2020, with the intention of sensitizing the workers newly arrived at the company, we developed an e-learning ("Safety reception package"), which trains our workers in the main safety issues, including the identification of hazards, the reporting of QAs and the main safety standards. The ISO 45001 Certification ensures that we have implemented an incident investigation process (near-accidents and accidents) that encompasses all phases since an incident occurs. Reacting and responding to any emergency, investigating with the participation of relevant workers the causes, dangers and risks associated with the event and implementing the respective corrective actions according to the hierarchy of controls, thus improving our management system.	✓	-	3; 8
403-3	Occupational health services	Galp ensures the provision of healthcare to its employees, both in the event of an accident at work, as well as in the case of illness or personal accident. Galp's medical centres, distributed across the different geographical areas of its operations (in Portugal), guarantee access to primary medical care (general and family medicine and internal medicine) and to some specialties (such as dentistry, ophthalmology, clinical analysis). Performance in this regard is constantly monitored. More information at: https://www.galp.com/corp/pt/sustentabilidade/os-nossos-compromissos/protecao-das-pessoas-ambiente-ativos/saude	✓	-	3; 8
403-4	Worker participation, consultation, and communication on occupational health and safety	As part of the transition from the certification of OSHAS 18001 to ISO 45001, in 2020 the process of consultation and participation of workers was revised. A uniform approach was adopted for the entire company, thus ensuring compliance with the requirements of the respective standard. In addition to the aforementioned process, we also provide a reporting platform for near misses and safety improvement suggestions forums in which any worker can report / participate. In addition to the Galp Life Saving Rules e-learnings and the security hosting package (mentioned in the questions above). We have developed a safety page ("Safe Energy") where we share Alerts, Almost accidents, information on human factors and process safety, safety and safety videos "off-the-job".	✓	-	3; 8
403-5	Worker training on occupational	In 2020, a total of 37,898 hours of training on safety and health topics were held for 3,480 people from all Galp geographies. The transition training from OSHAS 18001 to 45001 and training in the new process safety framework for the entire company stand out as important topics. Also in the year	✓	-	3; 8

	health and safety	2020, with the intention of sensitizing the newcomers to the company, we developed an e-learning ("Safety reception package"), which trains Galp employees in the main safety issues, including the identification of hazards , the reporting of QAs and the main safety standards.			
403-6	Promotion of worker health	Galp promotes the health and well-being of its employees and family members, namely by promoting the adoption of healthy behaviours and active lives (e.g. nutrition consultations and prevention of obesity and cardiovascular diseases), conducting awareness and prevention campaigns diseases and epidemics (ex: zika virus, ebola, dengue) and implementation of personal development programs from the perspective of well-being. In addition, Galp promotes thematic conferences on topics related to health. More information about initiatives in this field at: https://www.galp.com/corp/pt/sustentabilidade/os-nossos-compromissos/protecao-das-pessoas-ambiente-ativos/saude	✓	-	3; 8
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	At the end of each, the areas are consulted in order to plan which audits to be carried out on suppliers in the following year. At the end of 2019, 44 audits of suppliers were planned for 2020, with 38 being carried out. These audits can be carried out at the headquarters of the respective companies or at the shipyards and activities they perform at our facilities. The scope of the audits includes the Security component, where the requirements of ISO 45001 are verified.	✓	-	3; 8
403-8	Workers covered by an occupational health and safety management system	Employees covered by ISO 45001: 3,157 Contractors covered by ISO 45001: 1,125 Note: Galp is working to improve the reporting of this indicator, foreseeing a greater alignment next year with the GRI requirements.	✓	-	8
403-9	Work-related injuries	• IR 2020[1]: 5.6 Developing a conscious business • Detailed information in: HR Annex	✓	-	3; 8
403-10	Work-related ill health	• IR 2020[1]: 5.6 Developing a conscious business • Detailed information in: HR Annex	✓	-	3; 8
Material aspect: Training and education (404)[2]					
103-1	Explanation of the material theme.	• IR 2020[1]: 1.2 Value creation model; 1.3 Approach to materiality 5.4 People at the centre The identification of Galp's material themes was based on the work described in Disclosure 102-47. The topic "Training and education" is related to the themes "Attraction and retention of skilled individuals" and "Development of human capital", which are considered to be material themes (see materiality matrix). Impacts can occur both in operations and in the value-chain.	✓	-	-
103-2	Form of management and its components.	• IR 2020[1]: 5.4 People at the centre For more information on this topic see the Galp website - Talent management and development: https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital/talent-management For more information on this topic see the Galp website - Performance management: https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital/performance-management	✓	-	-
103-3	Evaluation of the form of management .	• IR 2020[1]: 5.4 People at the centre This information is described in the Economic Serie, Material aspect: Anticorruption (205), 103-3.	✓	-	-
404-1	Average number of hours of training per year per employee, broken down by gender and functional category.	• IR 2020[1]: 5.2 Transformation with responsibility; 5.4 People at the centre • Detailed information in: HR Annex Training hours: 169,368 Executive/Top Management: 1,840 Male: 1,425 Female: 415 Middle/General management: 6,768 Male: 4,949 Female: 1,819 First-line Management/Supervisor: 22,125 Male: 14,100 Female: 8,026 Specialists: 50,853 Male: 32,328	✓	-	4; 5; 8

Female	18,525
Others	**87,782**
Male	52,901
Female	34,880
Gender	**169,368**
Male	105,703
Female	63,665
Training per employee (h/employee)	**27.7**
Male	30.2
Female	24.4
Top Management	40.9
Middle/general management	41.3
First line management/supervisor	50.1
Specialists	32.0
Others	22.7

404-2	Competency management and lifelong learning programmes that contribute to the continuity of employees' employability during preparation period for retirement.	• IR 2020[1]: 5.4 People at the centre - Transformation and partnerships for exponential knowledge • Galp Website – Talent management and development: https://www.galp.com/corp/en/sustainability/our-commitments/valuing-human-capital/talent-management	✓	-	8
404-3	Percentage of employees who regularly receive performance and career development analyses, broken down by gender and professional category.	• IR 2020[1]: 5.4 People at the centre - Identify and recognise the potential Performance evaluation:	✓	6	5; 8

Performance evaluation:	99%
Executive/Top Management	
Male	100%
Female	100%
Middle/General Management	
Male	100%
Female	100%
First-line Management/Supervisor	
Male	100%
Female	100%
Specialists	
Male	99%
Female	100%
Others	
Male	99%
Female	99%

360° Feedback:

	Group	Group (excluding Gestes[1])
Total	(#/%) 6.114/100%	(#/%) 3,215/100%
Executive/Top Management	45/100%	45/100%
Middle/General Management	164/100%	164/100%
First Line Management/Supervisor	442/100%	442/100%
Subtotal	**651/100%**	**651/100%**
Specialist Groups	1,588/100%	1,323/100%
Other Employees	3,875/100%	1,241/100%

[1] Employees of the filling stations

Aspect: Diversity and equal opportunities					
405-1	Composition of groups responsible for governance and break-down of employees by functional category, based on gender, age group, minorities and other diversity indicators.	• IR 2020[1]: 5.4 People at the centre • Detailed information in: HR Annex	✓	-	5; 8
405-2	Ratio of salary and remuneration between Males and Females, broken-down by professional category and main operational units.	• IR 2020[1]: 5.4 People at the centre Remuneration:	✓	6	5; 8; 10

BASIC ANNUAL SALARY	
Average Ratio - Executive Staff	0.91
Male	160,670
Female	145,914
Average Ratio - Management Staff	0.89
Male	66,340
Female	59,128
Average Ratio – Specialist Groups and Other Employees	0.86
Male	23,998
Female	20,646
ANNUAL TOTAL REMUNERATION	
Average Ratio - Executive Staff	0.95
Male	194,049
Female	184,998
Average Ratio - Management Staff	0.93
Male	80,283
Female	74,559
Average Ratio - Specialist Groups and Other Employees	0.86
Male	26,004
Female	22,440

Aspect: No-discrimination (406)					
406-1	Total number of discrimination cases and corrective measures taken.	4 cases identified and 1 corrective measure executed (disciplinary process). In accordance with our Code of Ethics and Conduct, we do not act in a discriminatory manner in relation to our employees nor any person, particularly on the basis of race, religion, sex, sexual orientation, ancestry, age, language, territory of origin, political or ideological convictions, economic situation, or contractual relationship. • IR 2020[1]: 5.6 Developing a conscious business	✓	6	5; 8; 10
Aspect: Freedom of association and collective bargaining (407)					
407-1	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be at risk.	0 (zero) cases. Galp had no record of this type of situation in 2020. • IR 2020[1]: 5.6 Developing a conscious business	✓	3	8
Aspect: Child labour (408)					
408-1	Operations and suppliers identified to be at risk through the occurrence of child labour cases.	0 (zero) cases. Galp had no record of this type of situation in 2020. • IR 2020[1]: 5.6 Developing a conscious business	✓	5	8; 16

Aspect: Forced or Compulsory Labour (409)					
409-1	Operations and suppliers identified as being at significant risk for the occurrence of forced or slave like labour.	0 (zero) cases. Galp had no record of this type of situation in 2020. • IR 2020[1]: 5.6 Developing a conscious business	✓	4	8
Relevant aspect: Security practices (410)[2]					
103-1	Explanation of the material topic	• IR 2020[1]: 1.2 Value creation model; 1.3 Approach to materiality 5.4 People at the centre . The identification of Galp's material topics was based on the work described in Disclosure 102-47. The topic "Security practices" is related to the topic "Security", considered to be a material topic (see materiality matrix). The impacts may occur both in operations and in the value chain.	✓	-	-
103-2	Management approach and its components.	• IR 2020[1]: 5.4 People at the centre . We recognise the importance of assessing the threat level in countries where our Company holds assets, particularly in geographies where political and social instability is on the agenda. The security area of our Company ensures: risk analysis of the geopolitical situation of the countries where Galp has stakes in, per country and on a regular basis; regular analysis of the security risk, per location where Galp operates; analysis of health risks and regular monitoring of their evolution, per location where Galp operates; active promotion of employee awareness, by issuing alerts with the main precautions to be adopted in each location and by each travelling employee; support in planning and managing crisis situations. "Galp, as an operator developing activities in different geographies that are subject to different geopolitical conditions and socio-economic contexts, takes on the responsibility of protecting its employees and its assets, ensuring the adoption of appropriate measures to achieve that goal" in Security policy. Galp is a signatory to the Voluntary Principles on Security and Human Rights (VPs). Since then, the Company has worked diligently to promote and integrate VPs into its operating units and the business as a whole. See more information about this topic on Galp's website – Security: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-the-environment-and-assets/safety/security	✓	-	-
103-3	Evaluation of the management approach	• IR 20201: 5.4 People at the centre . This information is described in the Economic Serie, Material aspect: Anticorruption (205), 103-3.	✓	-	-
410-1	Percentage of security personnel who was trained in the organisation's human rights policies or procedures that are relevant to operations	Galp's security service is essentially contracted to external entities and its alignment with the Company's principles in terms of human rights is ensured through its Purchasing Policy.	✓	1	16
Aspect: Rights of indigenous people					
411-1	Total number of indigenous and traditional peoples' rights violation cases and measures taken in this regard.	0 (zero) cases identified. Galp had no record of this type of situation in 2020.	✓	1	2

OG9	Operations where indigenous communities are present or are affected by the company's activities and specific ongoing strategies.	0 (zero) cases identified. Galp had no record of this type of situation in 2020. • IR 2020[1]: 5.2 Transformation with responsibility; 5.4 People at the centre • Galp Website – Our culture and management systems: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/hse-strategy/our-culture-and-management-systems • Galp Website - Health, safety, social and environmental specific requirements in Projects: https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/Galp_HSSE%20Specific%20Requirements%20in%20Projects_Standard_Summary_1.pdf In addition to the guide for the ESIA for the UPSTREAM area, published in 2014, where the impacts on indigenous peoples are identified, along with the identification of alternatives, among others, Galp approved internally a cross-cutting standard to incorporate environmental, social, health and safety requirements throughout the projects' whole life cycle, so that the human rights topic and the protection of indigenous peoples are ensured in the development of each stage of the activity (e.g. Due Diligence for human rights).	✓	-	-
Material aspect: Human rights assessment (412)					
103-1	Explanation of the material theme.	• IR 2020[1]: 1.2 Value creation model; 1.3 Approach to materiality; 5.6 Developing a conscious business The identification of Galp's material themes was based on the work described in Disclosure 102-47. The topic "Human rights assessment" is related to the themes "Human rights" which is considered to be a material theme (see materiality matrix). Impacts can occur both in operations and in the value-chain.	✓	-	-
103-2	Form of management and its components.	• IR 2020[1]: 5.6 Developing a conscious business For more information on this topic see the Galp website - Human Rights: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/human-rights For more information on this topic see the Galp website - Human Rights Policy: https://www.galp.com/corp/Portals/0/Recursos/Governance2019/regulamentos/EN/human-rights-policy.pdf	✓	-	-
103-3	Evaluation of the form of management.	This information is described in the Economic Serie, Material aspect: Anticorruption (205), 103-3.	✓	-	-
412-1	Operations subject to human rights analyses or assessments of human rights-related impacts.	• IR 2020[1]: 5.2 Transformation with responsibility; 5.6 Developing a conscious business • Galp Website – Human Rights: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/human-rights • Galp Website - Health, safety, social and environmental specific requirements in Projects: https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/Galp_HSSE%20Specific%20Requirements%20in%20Projects_Standard_Summary_1.pdf Within the life cycle of the Galp projects, potential adverse impacts on human rights are identified and appropriate measures taken to avoid, minimize and / or mitigate these impacts, following the provisions of "NT-R-008 - Specific environmental requirements , social, health and safety in projects. " Galp integrates the human rights management in its Due Diligence and audit processes, with reference to the risk profile matrix of each country where it operates. In 2020, it carried out a specific audit of human rights at its operations in Angola, where appropriate measures have been taken to minimize and/or mitigate the impacts identified in the respective report.	✓	1	-
412-2	Training in human rights procedures and policies.	In 2020, a transversal training was made available to all employees of the Galp Group, which included the topic of human rights issues. • IR 2020[1]: 5.2 Transformation with responsibility; 5.6 Developing a conscious business • Galp Website –Human Rights: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/human-rights	✓	1	-

412-3	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that have been subject to human rights-related assessment.	Galp has added a binding standard clause for the counterparts, namely partners, suppliers or others, to the provisions of Galp group's Code of Ethics and Conduct in all its contract templates, in which the safeguarding of human rights is referred. See Environmental Series, Material aspect: Supplier Environmental Assessment (308), 103-2	✓	2	-
Aspect: Local communities (413)					
413-1	Operations with implemented programmes of local community involvement, impact assessment and local development.	• IR 2020[1]: 5.2 Transformation with responsibility; 5.4 People at the centre – Impact on the community • Galp Website - Engagement with the community: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/engagement-with-the-community	✓	1	-
413-2	Operations with real and potential significant negative impacts on local communities.	• IR 2020[1]: 5.2 Transformation with responsibility; 5.4 People at the centre – Impact on the community • Galp Website - Engagement with the community: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/engagement-with-the-community Galp Website - EIAS: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/hse-strategy/our-culture-and-management-systems At Galp we published a guide for the EIAS for the UPSTREAM area, in 2014, where we adequately address the identification and mitigation of possible negative impacts, covering subjects such as stakeholder involvement, identification of secondary and cumulative impacts, and identification of alternatives, among others. As part of the Environmental Impact Assessment (EIA) process for the drilling phase in Namibia, a Stakeholder Engagement Plan was prepared, which included two sessions of public meetings. These information sharing meetings were held with the aim of providing an overview of the project, the EIA process, the main topics of concern and potential impacts and the main mitigation actions that will be implemented. Four face-to-face training sessions on geoscience applied to the O&G industry were also held, aimed at 10 students from Geology and Petroleum Engineering courses.	✓	1	1; 2
OG10	Number and description of significant conflicts with local communities and indigenous peoples.	76 (seventy-six) identified cases related to complaints related to the relocation of the Rovuma Project in Mozambique.	✓	-	-
OG11	Number of facilities that have been dismantled and/or are being dismantled	0 (zero) cases identified. Galp had no record of this type of situation in 2020. At Galp, we have a procedure standard that establishes the minimum requirements for HSE to be applied in the processes of decommissioning of establishments / facilities in the Group universe, proposing structures of deactivation plans and contents to be developed by the business unit / management unit and companies adaptable to the characteristics and associated risk of establishments / facilities. Note: The end of the drilling activities is not considered as decommissioning since these activities usually only last between 20 to 45 days and the removal of the equipment and the cleaning of the area are considered to be stages of the activity. • Galp Website - Health, safety, social and environmental specific requirements in Projects: https://www.galp.com/corp/Portals/0/Recursos/Sustentabilidade/SharedResources/Documents/Galp_HSSE%20Specific%20Requirements%20in%20Projects_Standard_Summary_1.pdf	✓	-	-

Relevant aspect: Supplier social assessment (414)[2]					
103-1	Explanation of the material topic.	• IR 2020[1]: 1.2 Value creation model; 1.3 Approach to materiality 5.6 Developing a conscious business. The identification of Galp's material topics was based on the work described in Disclosure 102-47. The topic "Supplier Social assessment" is related to the topic "Sustainable supply chain management", considered to be a material topic (see materiality matrix). The impacts may occur both in operations and in the value chain	✓	1	-
103-2	Management approach and its components	• IR 2020[1]: 5.6 Developing a conscious business. • See more information about Supply chain risk management, Certifications, Supplier audits and the criteria for selecting suppliers to be audited on Galp's website – Engagement with suppliers and other partners: https://www.galp.com/corp/en/sustainability/our-commitments/engaging-stakeholders/engaging-with-suppliers-and-partners	✓	1	1; 2
103-3	Evaluation of the management approach	• IR 2020[1]: 5.6 Developing a conscious business This information is described in the Economic Serie, Material aspect: Anticorruption (205), 103-3.	✓	-	-
414-1	Percentage of new suppliers selected on the basis of labour practices criteria	All new Galp's suppliers are assessed based on social criteria. See indicator GRI 308-1.	✓	-	-
414-2	Real and potential significant negative impacts on labour practices in the suppliers' chain and measures taken in this regard.	The number of tier 1 suppliers (critical and non-critical), where a high level of social sustainability risk was identified is 38. • IR 2020[1]: 5.6 Developing a conscious business• Galp Website - Sustainable management in the supply chain: https://www.galp.com/corp/en/sustainability/our-commitments/engaging-with-stakeholders/engaging-with-suppliers-and-partners/sustainable-management-in-the-supply-chain	✓	1	-
Aspect: Involuntary Displacement					
OG12	Operations where relocation occurred and number of relocated families and a description of how their lifestyles were affected in the process.	In Mozambique, as part of the construction of infrastructures for gas liquefaction, 612 families are in the process of resettling or relocating. There were no substantial changes in lifestyle, and the business of relocated families is in the process of compensation or reallocation.	✓	-	-
Material aspect: Asset integrity and process safety[2]					
103-1	Explanation of the material topic	• IR 2020[1]: 1.2 Value creation model; 1.3 Approach to materiality 5.4 People at the centre The identification of Galp's material topics was based on the work described in Disclosure 102-47. The topic "Asset integrity and process safety" is related to the topic "Safety", considered to be a material topic (see materiality matrix). The impacts may occur both in operations and in the value chain.	✓	-	-
103-2	Management approach and its components	• IR 2020[1]: 5.4 People at the centre This information is described in the Social Serie, Material aspect: Occupational Health and Safety (403), 103-2 We monitor and analyse the process safety events that occurred at our downstream and upstream facilities. Our aim is to continue to improve our performance with regard to process safety, having the CONCAWE benchmark and IOGP as references. See more information about this topic on Galp's website – Process safety: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-the-environment-and-assets/safety/process-safety	✓	-	-
103-3	Evaluation of the management	• IR 2020[1]: 5.4 People at the centre	✓	-	-

	approach	This information is described in the Environmental Serie, Material aspect: Materials (301), 103-3			
OG13	Number of security events in the process, per activity type.	• IR 2020[1]5.6 Developing a conscious business5.6 Developing a conscious business - Process safety performance *Tier* 1 Process safety events: 2 Process safety events rate: 0.07 *Tier* 2 Process safety events: 13 Process safety events rate: 0.48 *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.	✓	-	-
Material aspect: Customer health and safety (416)[2]					
103-1	Explanation of the material topic	• IR 2020[1]: 1.2 Value creation model; 1.3 Approach to materiality 5.4 People at the centre . The identification of Galp's material topics was based on the work described in Disclosure 102-47. The topic "Customer health and safety" is related to the topic "Security", considered to be a material topic (see materiality matrix). The impacts may occur both in operations and in the value chain.	✓	-	-
103-2	Management approach and its components	IR 2020[1]: 5.4 People at the centre . We are committed to continually improving the safety management of the chemical and oil products we supply and handle at our facilities, throughout their life cycles, respecting people and the environment. We work towards ensuring that the product purchasing processes enable us to have the security information on the products purchased, in compliance with the applicable regulations. See more information about this topic on Galp's website – Product safety: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/safety/product-safety	✓	-	-
103-3	Evaluation of the management approach	• IR 2020[1]: 5.4 People at the centre . This information is described in the Environmental Serie, Material aspect: Materials (301), 103-3	✓	-	-
416-1	Evaluation of products and services that are significant in terms of their impact on health and safety.	We continuously manage safety regarding the products we produce, use and market, taking into account their hazards and safe handling. The dialogue with customers and suppliers is carried out systematically in order to promote the exchange of information about the products' hazards and the risk management measures to be applied according to their uses. Our employees and service providers are informed about the hazards of the products on our premises and the way to handle them safely. We use Safety Data Sheets and packaging labelling as the preferred vehicle for communicating safety information relating to the products we market, highlighting the hazards they present and the safest way of handling them. • Galp Website – Product safety: https://www.galp.com/corp/en/sustainability/our-commitments/protection-of-people-environment-assets/safety/product-safety	✓	-	-
416-2	Total number of nonconformities with regulations and voluntary codes related to impacts on health and safety caused by products and services	0 (zero) cases identified. Galp had no record of this type of situation in 2020.	✓	-	16
Aspect: Marketing and labelling (417)					
417-1	Information on products and services	• Galp website - Product safety: https://www.galp.com/corp/en/sustainability/our-	✓	-	12; 16.

	related to the labelling information of products and services.	commitments/protection-of-people-environment-assets/safety/product-safety • Galp website - Quality: https://www.galp.com/corp/en/sustainability/our-commitments/engagement-with-stakeholders/involvement-with-clients/quality			
417-2	Non-conformities regarding the labelling information of products and services.	0 (zero) cases identified. Galp had no record of this type of situation in 2020.	✓	-	16
417-3	Non-conformities regarding marketing communications.	0 (zero) cases identified. Galp had no record of this type of situation in 2020.	✓	-	-
Aspect: Customer privacy (418)					
418-1	Complaints regarding violation of privacy and loss of customer data.	0 (zero) cases identified. Galp had no record of this type of situation in 2020. Guided by our Privacy Policy, we respect the privacy of our customers and protect the personal information transmitted to them. Whenever personal information is required from users and data owners, for the purpose of providing services, the use of such information is described in accordance with the terms of the said document and in compliance with data protection legislation	✓	-	-
Material aspect: Socioeconomic compliance (419)[2]					
103-1	Explanation of the material topic	• IR 2020[1]: 1.2 Value creation model;1.3 Approach to materiality 5. The journey to a sustainable future The identification of Galp's material topics was based on the work described in Disclosure 102-47. The topic "Socioeconomic compliance" is related to the topics "Corporate governance" and "Business Ethics", considered to be material topics (see materiality matrix). The impacts may occur both in operations and in the value chain.	✓	-	-
103-2	Management approach and its components	• IR 2020[1]: 6. Corporate governance, PART II - Corporate Governance Report – Part I: Item 51.	✓	-	-
103-3	Evaluation of the management approach	This information is described in the Economic Series, Material aspect: Anti-corruption (205), 103-3.	✓	-	-
419-1	Non-conformities with laws and regulations in the socioeconomic area.	0 (zero) cases identified. Galp had no record of this type of situation in 2020.	✓	-	16

[1] Integrated Management Report Galp 2020.
[2] Material aspects.

Note 1: In 2020 there were no omissions.

Note 2: The material themes identified in the GRI Table correspond to the key themes identified in the Integrated Management Report 2020 Galp, Part I, 1.3 Approach to materiality. The topics identified as relevant correspond to other relevant aspects monitored by Galp and referenced in the section referred to above.

HR Annex

GRI 102-8: Employee Information

	2020
Total employees	**6,114**
Gender	
Male	3,501
Female	2,613
Age Distribution	
<30 years	604
30-50 years	4,046
>50 years	1,464
Distribution by business segment	
Upstream	168
Refining & Midstream	1,301
Commercial	3,935
Renewables & New business	82
Others	628
Type of contract	
Fixed-term contract	321
Gestes[1]	244
Non-gestes[1]	77
Indefinite duration contract	214
Gestes[1]	171
Non-gestes[1]	43
Permanent contract	5,579
Gestes[1]	2,484
Non-gestes[1]	3,095
Type of working hours	
Part-time	100
Male	32
Female	68
Full-time	6,014
Male	3,469
Female	2,545
By region and gender	
Spain	2,157
Male	931
Female	1,226
Brazil	65
Male	36
Female	29
Portugal	3,361
Male	2,117
Female	1,244
Africa	517
Male	411

Female	106
Rest of the world	14
Male	6
Female	8
Average seniority in service	**11.54**
Female	10.45
Male	12.35
Average permanent employee	**6,298**
Female	2,687
Male	3,611

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

	2020
Entries with Gestes[1]	**509**
<30 years	209
Female	99
Africa	5
Brazil	2
Spain	34
Portugal	58
Male	110
Africa	5
Brazil	0
Spain	27
Portugal	78
30-50 years	267
Female	129
Africa	1
Brazil	0
Spain	67
Portugal	61
Male	138
Africa	10
Brazil	1
Spain	52
Portugal	75
>50 years	33
Female	13
Africa	0
Brazil	0
Spain	8
Portugal	5
Male	20
Africa	0

Brazil	0
Spain	16
Portugal	4
Entries without Gestes[1]	**187**
<30 years	77
Female	34
Africa	5
Brazil	2
Spain	4
Portugal	23
Male	43
Africa	5
Brazil	0
Spain	8
Portugal	30
30-50 years	106
Female	30
Africa	1
Brazil	0
Spain	7
Portugal	22
Male	76
Africa	10
Brazil	1
Spain	11
Portugal	54
>50 years	4
Female	2
Africa	0
Brazil	0
Spain	0
Portugal	2
Male	2
Africa	0
Brazil	0
Spain	1
Portugal	1
New hires rate (with Gestes[1])	**8.08%**
<30 years	30%
Female	31%
Africa	23%
Brazil	50%
Spain	32%
Portugal	32%
Male	29%
Africa	20%
Brazil	0%

Spain	30%
Portugal	30%
30-50 years	6%
Female	7%
Africa	1%
Brazil	0%
Spain	8%
Portugal	7%
Male	6%
Africa	4%
Brazil	3%
Spain	9%
Portugal	5%
>50 years	2%
Female	2%
Africa	0%
Brazil	0%
Spain	3%
Portugal	2%
Male	2%
Africa	0%
Brazil	0%
Spain	6%
Portugal	1%

Departures and Turnover rate

	2020
Departures (with Gestes[1])	781
<30 years	142
Female	55
Africa	1
Brazil	0
Spain	26
Portugal	28
Male	87
Africa	3
Brazil	0
Spain	42
Portugal	42
30-50 years	328
Female	190
Africa	3
Brazil	3
Spain	112
Portugal	72
Male	138
Africa	16
Brazil	4
Spain	48
Portugal	70
>50 years	311
Female	121
Africa	4
Brazil	0
Spain	34
Portugal	83
Male	190
Africa	10
Brazil	1
Spain	31
Portugal	148
Departures (without Gestes[1])	351
<30 years	13
Female	5
Africa	0
Brazil	0
Spain	1
Portugal	4
Male	8
Africa	1
Brazil	0
Spain	2

Portugal	5
30-50 years	97
Female	35
Africa	3
Brazil	3
Spain	6
Portugal	23
Male	62
Africa	11
Brazil	4
Spain	7
Portugal	40
>50 years	241
Female	83
Africa	4
Brazil	0
Spain	3
Portugal	76
Male	158
Africa	8
Brazil	1
Spain	6
Portugal	143
Turnover rate	**2.64%**
Region	
Africa	1.52%
Brazil	0.00%
Spain	3.17%
Portugal	2.53%
Gender	
Male	2.25%
Female	2.96%
Age and Region	
<30 years	7%
Africa	2%
Brazil	0%
Spain	9%
Portugal	7%
30-50 years	**3%**
Africa	2%
Brazil	0%
Spain	3%
Portugal	3%
>50 years	**1%**
Africa	1%
Brazil	0%
Spain	2%

Portugal	0%
Turnover rate – Galp figure	12%

GRI 403-9: Work-related injuries

Fatalities, Work-related injuries and Hours worked

	2020
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
Geography	
South America	0
Africa	0
Europe	1
Business Segment	
Upstream	0
Refining & Midstream	0
Commercial	1
Renewables & New Businesses	0
Corporate	0
Recordable work-related injuries	**13**
Female	6
Male	7
Geography	
South America	0
Africa	0
Europe	13
Business Segment	
Upstream	0
Refining & Midstream	5
Commercial	8
Renewables & New Businesses	0
Corporate	0
Hours worked	**11,383,243**
Female	4,738,533
Male	6,644,710
Geography	

South America	154,212
Africa	1,020,085
Europe	10,208,946
Business Segment	
Upstream	154,212
Refining & Midstream	2,387,582
Commercial	7,491,656
Renewables & New Businesses	27,254
Corporate	1,322,540
Employees (rates)	
Fatalities as a result of work-related injury	0.00
Female	0.00
Male	0.00
High-consequence work-related injuries	**0.09**
Female	0.00
Male	0.15
Geography	
South America	0.00
Africa	0.00
Europe	0.10
Business Segment	
Upstream	0.00
Refining & Midstream	0.00
Commercial	0.13
Renewables & New Businesses	0.00
Corporate	0.00
Recordable work-related injuries	**1.14**
Female	1.27
Male	1.05
Geography	
South America	0.00
Africa	0.00
Europe	1.27
Business Segment	
Upstream	0.00
Refining & Midstream	2.09
Commercial	1.07
Renewables & New Businesses	0.00
Corporate	0.00
Contractors (number)	
Fatalities as a result of work-related injury	0

Female	0
Male	0
High-consequence work-related injuries	**N/A**
Female	N/A
Male	N/A
Geography	
South America	N/A
Africa	N/A
Europe	N/A
Business Segment	
Upstream	N/A
Refining & Midstream	N/A
Commercial	N/A
Renewables & New Businesses	N/A
Corporate	N/A
Recordable work-related injuries	**15**
Female	0
Male	15
Geography	
South America	0
Africa	0
Europe	15
Business Segment	
Upstream	0
Refining & Midstream	11
Commercial	2
Renewables & New Businesses	0
Corporate	2
Hours worked	**15,503,136**
Female	868,816
Male	14,634,319
Geography	
South America	44,147
Africa	6,197,456
Europe	9,261,532
Business Segment	
Upstream	44,147
Refining & Midstream	6,227,898
Commercial	3,312,282
Renewables & New Businesses	0
Corporate	5,918,809

Contractors (rates)	
Fatalities as a result of a work-related injury	0.00
Female	0.00
Male	0.00
High-consequence work-related injuries	**N/A**
Female	N/A
Male	N/A
Geography	
South America	N/A
Africa	N/A
Europe	N/A
Business Segment	
Upstream	N/A
Refining & Midstream	N/A
Commercial	N/A
Renewables & New Businesses	N/A
Corporate	N/A
Recordable work-related injuries	**0.97**
Female	0.00
Male	1.02
Geography	
South America	0.00
Africa	0.00
Europe	1.62
Business Segment	
Upstream	0.00
Refining & Midstream	1.77
Commercial	0.60
Renewables & New Businesses	0.00
Corporate	0.34
Main types of work-related injuries (Employees and contractors) Of the 28 accidents that occurred (13 of employees and 15 of service providers), 9 consisted of falls to the same level of low severity, mainly resulting in sprains. The serious accident that occurred in 2020 was due to a situation at the beginning of the year where a collaborator was hit by a forklift. The second most frequent type of accident in the year 2020 was shocks against objects.	
Hazards that pose a risk of high-consequence injury (Employees and contractors) In all accidents, the NT-P-019 standard was applied, which requires a detailed investigation with the identification of immediate causes and roots. After identifying the causes, the research team proposes the respective corrective actions. The top 3 of the most identified root causes were: work planning, behaviour and procedures and methods.	
Other information (Employees and contractors) In all accidents, according to the accident verification checklist, the definition of root causes and subsequently the definition of corrective actions that prevent the identified causes are required. Each accident has an independent investigation and the actions developed / proposed are defined taking into account the hierarchy of controls and the location / OU where the accident happened.	

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

	2020
LTIF – Lost- Time Injuries Frequency	
LTIF – Galp employees	**0.79**
LTIF – Contractors	0.32
LTIF – Total	0.52
TRIR – Total Recordable Injuries Rate	
TRIR – Galp employees	1.14
TRIR – Contractors	0.97
TRIR – Total	1.04

Absenteeism

	2020
Absence days – absenteeism	
Male	66,331
Africa	752
Brazil	68
Spain	45,855
Portugal	19,656
Female	47,517
Africa	1,883
Brazil	21
Spain	20,252
Portugal	25,361
Absenteeism rate	
Africa	2.07%
Brazil	0.53%
Spain	12.54%
Portugal	5.30%
Male	10.20%
Africa	2.96%
Brazil	0.91%
Spain	15.26%
Portugal	6.25%
Female	5.44%
Africa	1.86%
Brazil	0.22%
Spain	8.94%
Portugal	4.74%
Absenteeism rate – Valor Galp	7.47%

GRI 403-10: Work-related ill health

Work-related ill health

	2020
Employees (number)	
Fatalities as a result of work-related ill health	0
Female	0
Male	0
Work-related ill health participated	**2**
Female	2
Male	0
Work-related ill health declared/certified	**1**
Female	0
Male	1
Main types of work-related ill health The registered occupational diseases are cumulative traumatic injuries - epicondylitis.	

GRI 404-1: Other training indicators

	2020
Total investment in training (€)	**1,285,198**
Total investment in training/Employee (€/employee)	**210.2**
Training per area (hours)	**169,368**
Training per area (%)	**100%**
Technical (hours)	45,205
Technical (%)	26.69%
Behavioural and leadership (hours)	20,529
Behavioural and leadership (%)	12.12
HR (hours)	1,558
HR (%)	0.92%
Languages (hours)	12,871
Languages (%)	7.60%
EQS (hours)	36,057
EQS (%)	21,29%
General management (hours)	8,037
General management (%)	4.75%
Accounting and finance (hours)	1,594
Accounting and finance (%)	0.94%
Commercial marketing management (hours)	3,139
Commercial marketing management (%)	1,85%
IT Systems (hours)	7,674
IT Systems (%)	4,53%
Legal (hours)	5,680

Legal (%)	3.35%
Provision & Logistics (hours)	1,019
Provision & Logistics (%)	0.607%
Administrative and secretarial (hours)	0
Administrative and secretarial (%)	0.0%
Digital & Innovation (hours)	10,666
Digital & Innovation (%)	6.30%
Human rights (hours)	5,875
Human rights (%)	3.47%
Energy transition (hours)	5.419
Energy transition (%)	3.20%

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

	2020
Executive/Top Management	**45**
Male	36
Female	9
<30 years	0
30-50 years	28
>50 years	17
Portuguese	35
Other Nationalities	10
Middle/General Management	**164**
Male	120
Female	44
<30 years	0
30-50 years	93
>50 years	71
Portuguese	142
Other Nationalities	22
First Line Management/Supervisor	**442**
Male	288
Female	154
<30 years	1
30-50 years	304
>50 years	137
Portuguese	366
Other Nationalities	76
Specialists	**1,588**
Male	975
Female	613
<30 years	153
30-50 years	1,050

>50 years	385
Portuguese	1,028
Other Nationalities	560
Others	**3,875**
Male	2,082
Female	1,793
<30 years	450
30-50 years	2,571
>50 years	854
Portuguese	1,743
Other Nationalities	2,132
No. employees per nationalities	
Brazilian	74
Cape Verdean	269
Spanish	2,000
Gambian	0
Guinean	114
Mozambican	107
Portuguese	3,314
Others	236
Total no. of nationalities	**51**
Disability above 60%	
Total	46
Female	18
Male	28

[1] Employees of the filling stations.

Independent Assurance Report

(Free translation from the original in Portuguese)

To the Board of Directors

Introduction

We were engaged by the Board of Directors of Galp Energia, SGPS, S.A. (“Galp” or “Company”) to perform a reasonable assurance engagement on the indicator identified below in the section “Responsibilities of the auditor" and a limited assurance engagement on the non-financial sustainability information also identified in that section, which integrate the sustainability information included in the Report "Galp - Non-financial information 2020", for the year ended in December 31, 2020, prepared by the Company for the purpose of communicating its annual sustainability performance and demonstrating its alignment with the recommendations of the Task Force on Climate Financial Disclosures, the United Nations Global Compact principles (Communication on Progress) and the United Nations Sustainable Development Goals.

Responsibilities of the Board of Directors

It is the responsibility of the Board of Directors to prepare the sustainability information identified below in the section “Responsibilities of the auditor", included in the Report "Galp - Non-financial information 2020", in accordance with the sustainability reporting guidelines “Global Reporting Initiative” version GRI Standards and with the instructions and criteria disclosed in the Report "Galp - Non-financial information 2020", and the maintenance of an appropriate system of internal control to enable the adequately preparation of the mentioned information.

Responsibilities of the auditor

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

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

a) reasonable assurance on whether Galp’s Carbon Footprint 2020 (scopes 1 and 2); and

b) limited assurance on whether the remaining sustainability information 2020 (GRI indicators),

is free from material misstatement.

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

information included in the Report "Galp - Non-financial information 2020", the GRI Standards guidelines.

For this purpose the above mentioned work included:

(i) Inquiries to management and senior officials responsible for areas under analysis, with the purpose of understanding how the information system is structured and their awareness of issues included in the report;
(ii) Identification of the existence of internal management procedures leading to the implementation of economic, environmental and social policies;
(iii) Testing, on a sampling basis, the efficiency of processes and systems in place for collection, consolidation, validation and reporting of the performance information previously mentioned, through calculations and validation of reported data;
(iv) Confirmation that operational units follow the instructions on collection, consolidation, validation and reporting of performance information;
(v) Execution of substantive procedures, on a sampling basis, in order to collect evidence of the reported information;
(vi) Comparison of financial and economic data included in the sustainability information with the data audited by the external financial auditor, in the scope of the audit of Galp's financial statements for the year ended in December 31, 2020;
(vii) Analysis of the process for defining the materiality of the sustainability issues, based on the materiality principle of GRI Standards, according to methodology described by the Company in the Report;
(viii) Verification that the sustainability information included in the Report complies with the requirements of GRI Standards.

In addition, for the purpose of reasonable assurance work, we performed analytical and substantive tests, and based on defined materiality criteria we have verified the adequate application of reporting criteria defined by Company in the Carbon Footprint 2020 calculation, disclosed in the Report "Galp - Non-financial information 2020".

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

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

Quality control and independence

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

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

Conclusion on the reasonable assurance work

Based on the work performed, it is our opinion that the Galp's Carbon Footprint 2020 (scopes 1 and 2), identified above in the section "Responsibilities of the auditor", included in the Report "Galp - Non-financial information 2020", for the year ended in December 31, 2020, was prepared, in all material respects, in accordance with GRI Standards requirements and with the instructions and criteria disclosed on it.

Conclusion on the limited assurance work

Based on the work performed, nothing has come to our attention that causes us to believe that the remaining sustainability information, identified above in the section "Responsibilities of the auditor", included in the Report "Galp - Non-financial information 2020", for the year ended in December 31, 2020, was not prepared, in all material respects, in accordance with GRI Standards requirements and with the instructions and criteria disclosed on it, and that Galp has not applied, in the sustainability information included in the Report "Galp - Non-financial information 2020", the GRI Standards, for the option "In accordance – Comprehensive".

Restriction on use

This report is issued solely for information and use of the Board of Directors of the Company for the purpose of communicating the annual sustainability performance in the Report "Galp - Non-financial information 2020" and should not be used for any other purpose. We will not assume any responsibility to third parties other than Galp by our work and the conclusions expressed in this report, which will be attached to the Company's "Galp - Non-financial information 2020" Report.

March 19, 2021

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

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

(This is a translation, not to be signed)