

World Economic Forum

Measuring Stakeholder Capitalism

2021

Galp – WEF Stakeholder Capitalism Metrics 2021

The information reported in this document is aligned with the requirements of the core metrics from WEF Measuring Stakeholder Capitalism Report and refers to the period of January 1st 2021 to December 31st 2021.

Notes:

- IR 2021: Integrated Report 2021, available [here](#).
- GRI 2021: GRI Standards Content Index 2021, available [here](#).

Theme	Core metrics and disclosures	Description	Reference or Content
Principles of Governance			
Governing purpose	Setting purpose	The company's stated purpose, as the expression of how a business proposes solutions to economic, environmental, and social issues.	IR 2021: 1.3 Value creation model, 1.6 Galp in the capital markets
Quality of governing body	Governance body composition	Composition of the highest governance body and its committees by: competencies relating to economic, environmental, and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.	IR 2021: 5.2 Transformation with responsibility, 6.1 Governance model, 6.2 Corporate bodies
Stakeholder engagement	Material issues impacting stakeholders	A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	IR 2021: 1.4 Approach to materiality
Ethical behaviour	Anti-corruption	Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region.	GRI 2021: Standard 205-2
		Total number and nature of incidents of corruption confirmed during the current year but related to previous years.	Galp registered no corruption cases this year regarding previous years.
		Total number and nature of incidents of corruption confirmed during the current year, related to this year.	GRI 2021: Standard 205-3
		Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture to combat corruption.	<ul style="list-style-type: none"> • IR 2021: 5.6 Developing a conscious business • Galp's Website – Transparency and corruption prevention: https://www.galp.com/corp/en/corporate-governance/ethics-and-conduct/transparency-and-corruption-prevention
	Protected ethics advice and reporting mechanisms	Description of the internal and external mechanisms for seeking advice about ethical and lawful behaviour and organisational integrity and reporting concerns about unethical or unlawful behaviour and lack of organisational integrity.	GRI 2021: Standard 2-26
Risk and opportunity oversight	Integrating risk and opportunity into business process	Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes.	<ul style="list-style-type: none"> • IR 2021: 2.2 Our strategy, 2.3 How we manage risk, 6. Corporate governance, PART II – Corporate governance report 2020 – Part I – Information on the company's shareholding structure, organisation and governance, C-Internal organisation, III – Internal control and risk management • CDP Climate Change 2021: C1. Governance: C1.1, C1.1a

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Planet			
Climate change	Greenhouse gas (GHG) emissions	For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO2e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	GRI 2021: Standard 305-1, 305-2, 305-3
	TCFD implementation	Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).	TCFD Recommendations 2021
Nature loss	Land use and ecological sensitivity	Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).	<ul style="list-style-type: none"> • IR 2021: 5.5 Reducing the ecological footprint • GRI 2021: Standard 304-1
Freshwater availability	Water consumption and withdrawal in water-stressed areas	Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	<ul style="list-style-type: none"> • IR 2021: 5.5 Reducing the ecological footprint • GRI 2021: Standard 303-3
People			
Dignity and equality	Diversity and inclusion	Percentage of employees per employee category, by age group, gender, and other indicators of diversity (e.g., ethnicity).	GRI 2021: Standard 405-1
	Pay equality	Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas	GRI 2021: Standard 405-2
	Wage level	Ratios of standard entry level wage by gender compared to local minimum wage.	GRI 2021: Standard 202-1
		Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.	GRI 2021: Standard 2-21
	Risks for incidents of child, forced and compulsory labour	An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour.	GRI 2021: Standard 408-1, 409-1
Health and well-being	Health and safety	The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked.	GRI 2021: Standard 403-9
		An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	GRI 2021: Standard 403-6
Skills for the future	Training provided	Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees).	GRI 2021: Standard 404-1
		Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	GRI 2021: Standard 404-1 300.2 €/employee

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Prosperity			
Employment and health generation	Absolute number and rate of employment	Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.	GRI 2021: Standard 401-1
		Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	GRI 2021: Standard 401-1
	Economic contribution	Direct economic value generated and distributed (EVG&D), on an accrual's basis, covering the basic components for the organization's global operations, ideally split out by: Revenues, Operating costs, Employee wages and benefits, Payments to providers of capital, Payments to government, Community investment.	GRI 2021: Standard 201-1, 201-3
		Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.	GRI 2021: Standard 201-4
	Financial investment contribution	Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy.	IR 2021: 1.3 Value creation model, 1.6 Galp in the capital markets, 4.4 Capital expenditure
Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.		IR 2021: 1.6 Galp in the capital markets	
Innovation of better products and services	Total R&D expenses	Total costs related to research and development.	IR 2021: 1.3 Value creation model
Community and social vitality	Total tax paid	The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	GRI 2021: Standard 207-4 (Galp reports this indicator partially)