



Galp is a part of the **Bloomberg Gender Equality Index** since 2019.

Last 3 years evolution:

2021: 76%

2022: 83%

2023: 86%



The following table contains the **Key Performance Indicators** considered for inclusion in the GEI for FY 2022 and substantial changes already verified in 2023.

ASPECT	UNIT	2022	NOTES
Leadership			
Percentage of women on company board	%	28%	37% for 2023 ¹
Chairperson is a woman		YES	
Gender balance in board leadership	%	25%	75% for 2023 ^{1,2}
Chief executive officer (CEO) is a woman		NO	
Woman chief financial officer (CFO) or equivalent		NO	YES for 2023 ¹
Percentage of women executive officers	%	25%	17% for 2023 ¹
Chief diversity officer (CDO)		NO	
Talent Pipeline			
Percentage of women in total management	%	35%	
Percentage of women in senior management	%	28%	
Percentage of women in middle management	%	39%	
Percentage of women in non-managerial positions	%	46%	
Percentage of women in total workforce	%	45%	
Percentage of women total promotions	%	38%	
Percentage of Women IT/Engineering	%	30%	
Percentage of new hires are women	%	49%	
Percentage of women attrition	%	46%	
Time-bound action plan with targets to increase the representation of women in leadership positions		YES	
Time-bound action plan with targets to increase the representation of women in the company		YES	
Pay			
Adjusted mean gender pay gap	%	0.22% ³	
Global mean (average) raw gender pay gap	%	19%	
Time-bound action plan to close its gender pay gap	%	YES	
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	%	NO	
Inclusive culture			
Number of weeks of fully paid primary parental leave offered	No.	17	
Number of weeks of fully paid secondary parental leave offered	No.	4	
Parental leave retention rate	%	100%	
Back-up family care services or subsidies through the company		YES	
Flexible working policy		YES	
Employee resource groups for women		NO	
Unconscious bias training		YES	
Annual anti-sexual harassment training		NO	

¹ in the beginning of 2023, the composition of the Board of Directors and Executive Committee changed, therefore impacting several metrics. You can consult the current governance structure here: <https://www.galp.com/corp/en/corporate-governance/governing-model-bodies>

² this substantial increase of percentage is due to the Sustainability Committee and Risk Management Committee both being, in 2023, chaired by women members of the Board of Directors. From the 4 Committees considered (Audit Committee, Sustainability Committee, Risk Management Committee and Ethics & Conduct Committee) only the last one is now chaired by a man.

³ the adjusted pay gap considers the different job grades inside the company, subject to weighting, thus determining their position relative to each organizational structure and the respective proportion of employees in each job grade.

You may also find interesting...

Document	Link
2023 Equality Plan	https://www.galp.com/corp/Portals/0/Recursos/0_Actual_RI_2022/Galp_Equality_Plan_2023_14092023.pdf
Diversity, Equity & Inclusion (IMR 2022 section)	https://www.galp.com/corp/Portals/0/Recursos/Investidores/SharedResources/Relatorios/en/2022/AIRGalp2022EN0Full.pdf#page=118
Diversity, Equity & Inclusion (sustainability website)	https://www.galp.com/corp/en/sustainability/our-foundations/boost-a-just-transition-for-all/promote-diversity-equity-and-inclusion-everyday
Galp as the greatest place to work (IMR 2022 section)	https://www.galp.com/corp/Portals/0/Recursos/Investidores/SharedResources/Relatorios/en/2022/AIRGalp2022EN0Full.pdf#page=126
Galp as the greatest place to work (sustainability website)	https://www.galp.com/corp/en/sustainability/our-foundations/protect-and-empower-our-people/galp-as-the-greatest-place-to-work