

WE MAKE THE DIFFERENCE IN THE LIVES OF PEOPLE

SUSTAINABILITY REPORT 2022



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ABOUT THE REPORT

Ever since 2008, the Group has published its Sustainability Report, which integrates a consolidated balance of all Group activities, reporting on their performance and detailing the strategies adopted, the level of compliance with the targets set and the best practices under implementation at operating companies that span the country from north to south and from coast to inland border. This publication enables the deepening of relationships with all stakeholders. Communications with interested parties take place through multiple channels, direct and indirect, with the Sustainability Report the leading document expressing this policy of transparency.

In this fifteenth year, we continued with the previous edition, maintaining the new ambitions-based reporting structure defined in 2021 in keeping with the principles and commitments assumed by the AdP Group for the field of sustainability.

The AdP Group Sustainability Report is published annually with the reports published in previous years an integral component of this present document.

This report enables us to comply with the legal requirement introduced by Decree Law no. 89/2017, of 28 July, as, according to the terms of article 508.º-G of the Companies Code, the Non Financial Consolidated AdP Group Report.

SCOPE

The Report details the sustainability performance between January and December 2022 and spans the entire AdP Group universe as at 31 December 2022.

The consolidation of the details took place based on the indicators defined in the “Manual of Sustainability Indicators” of the Group with their content based on the GRI reference framework and the performance indicators defined by the sector regulator – ERSAR.

LEVEL OF CLASSIFICATION

The report was drafted according to the GRI Standards issued by the Global Reporting Initiative, in accordance with the option “Agreement – wide reaching”. The present Report was subject to independent external verification by Ernst & Young Audit & Associados, SROC, SA according to a limited guaranteed level of reliability.



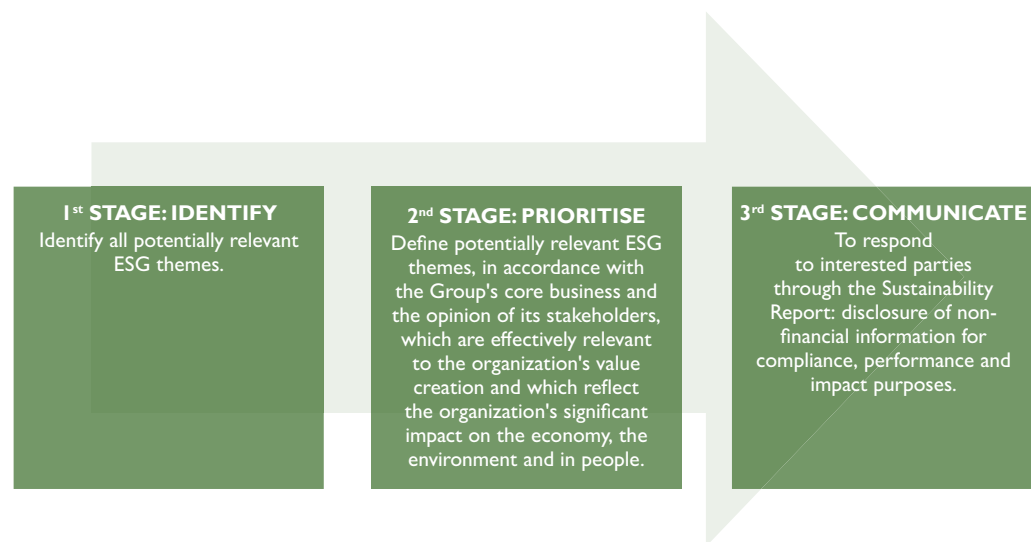
MATERIALITY ANALYSIS

From very early on, the AdP Group understood the importance of its stakeholders and their involvement in the performance of its activities.

To continuously improve the quality of service and meet their expectations, the AdP Group prioritises the exchanging and sharing of information with stakeholders.

The cross-referencing of the themes of greatest relevance to stakeholders, obtained periodically through various forms of consultation, together with media publications and the AdP Group's own perception of the importance of its core business, has enabled the identification of the AdP Group's material issues, which were once reflected in the AdP Group's Sustainability Strategy and currently approached through the Sustainability Commitment.

The materiality analysis of ESG issues is fundamental to any organisation and serves as the basis for selecting the priority issues from a reporting and strategic perspective. The materiality analysis process (and reviews) is structured into 3 phases:



In this methodology, the concept of double materiality is implicit in the 2nd stage: this aims to demonstrate how risks and opportunities can be material both from a financial point of view and from the impact point of view, i.e., relevant issues or information from an environmental and social point of view generate financial consequences in the present or future of organisations.

Stakeholder contribution to materiality analysis took place through multiple channels and correspondingly receiving various inputs, in particular in the collective and participatory consultation processes across the entire AdP Group universe for the preparation of the CSF; Consultation with the Sustainability Committee, the Communications Committee and NGOs under the Sustainability Commitment; Consultation with Trade Unions (meetings of the Joint Committee); Employees within the scope of the Organizational Climate 2021, periodic consultations within the scope of the management systems; consultations with the Community, for example within the scope of the National Study on Portuguese Attitudes and Behaviours towards Water, among others.

As a result of the dual materiality assessment carried out, the inputs from the soundings and the benchmarking produced, the Group undertook the updating of this materiality analysis, which now underpins its Sustainability Commitment:

AdP GROUP MATERIAL ISSUES

- Professional and personal development of staff
- Equal opportunities, diversity and inclusion
- Health and safety at work
- Balance between professional, family and personal life
- Climate change
- Service resilience
- Product and service safety and quality
- Conservation and enhancement of water resources
- Circular economy of water (ApR, waste into by-products and energy)
- Economic and financial sustainability of the management model
- Supply chain
- Community (relationships)
- Ecosystems and biodiversity
- Innovation
- Capacity building and international cooperation in the fields of water and energy
- Education for sustainable development (sustainable water consumption)
- Business Ethics
- Data privacy and security
- Information security
- Human Rights/Social Justice in accessing water and sanitation services
- Anticipation and management of risks and crises

MONITORING OF THE SUSTAINABILITY COMMITMENT

Framework of Strategic Commitments 2020-2022				Sustainability Commitment 2022-2025			Monitoring 31/12/2022
Pillar	Strategic Challenge	Materiality	Ambition	Sustainability Commitment	Objective	Goals	
Group Culture	Valuing human capital "NÓS AdP"; Knowledge; Organisation and operation	"(1) Professional and personal development of staff (2) Equal opportunities, diversity and inclusion (3) Health and safety at work (4) Balance between professional, family and personal life"	Work with Purpose	To value the relationship with employees, encouraging their professional and personal evolution	Invest in professional and personal development of our employees	Establish a new global human resource policy for the AdP Group	Ongoing
						Implement an internal mentoring program focused on sharing experience and knowledge	Ongoing
						Implement the development and learning plan	Implemented in 2022
						Expand the range of training at the AAL - the Águas Livres Academy by 20%	Ongoing
						Guarantee the participation of all Group employees in AAL training actions and initiatives	Ongoing
						Guarantee training to all employees at a level of >25% over the minimum number of hours stipulated in the labour legislation	23,6h/worker (by Law 40h/year)
				Guarantee equal opportunities and promote diversity and inclusion		Design a program to promote diversity and inclusion across the Group	-
						Guarantee compliance with the annual Gender Equality Plan	100% of the companies with Plans for Gender Equality
						Ensure 40% of women in decision-making roles by 2030	43% (of positions held. In absolute numbers -39%)
						Raise the awareness of all the Group members of staff about diversity and inclusion	-

MONITORING OF THE SUSTAINABILITY COMMITMENT

Framework of Strategic Commitments 2020-2022				Sustainability Commitment 2022-2025			Monitoring 31/12/2022
Pillar	Strategic Challenge	Materiality	Ambition	Sustainability Commitment	Objective	Goals	
Group Culture	Valuing human capital "NÓS AdP"; Knowledge; Organisation and operation	"(1) Professional and personal development of staff (2) Equal opportunities, diversity and inclusion (3) Health and safety at work (4) Balance between professional, family and personal life"	Work with Purpose (cont.)	To value the relationship with employees, encouraging their professional and personal evolution	Ensure occupational health and safety	Implement a culture of safety across the Group and guarantee zero serious accidents	10 (With discharge of more than six months and potential IPP. Definition in line with GRI standards (in the preparation of the Single Report, the definition recommended by the ACT is used. Add 10% with discharge of less than six months and potential IPP.)
						Guarantee 8 hours/year of safety training to all members of staff	5,6 h/worker (average)
						Undertake the evaluation of psycho-social risk every two years	Implemented
					Promote a balance between work, family and personal life	Promote the implementation of work life balance management systems for managing professional, family and personal lives across all Group companies	47% of the companies
					Ensure transversal and effective internal communications	Promover o diálogo através da auscultação de clima organizacional de 2 em 2 anos	It was done in 2021. It is scheduled to be done in 2023.
						Implementation of a news AdP Group intranet	-

MONITORING OF THE SUSTAINABILITY COMMITMENT

Framework of Strategic Commitments 2020-2022				Sustainability Commitment 2022-2025			Monitoring 31/12/2022
Pillar	Strategic Challenge	Materiality	Ambition	Sustainability Commitment	Objective	Goals	
Service Excellence; Social Utility	Infrastructure Resilience; Operation Efficiency; Service quality; Circular Economy; Structural Efficiency	"(5) Climate change (6) Service resilience (7) Product and service safety and quality"	Taking action for the Climate	Reducing greenhouse gas emissions, mitigating our impacts, adapting operations to climate changes	Ensure energy neutrality and self-sustainability	Increasing the production of 100% renewable energy to 20%	In 2022, the Group produced 38.54 GWh, an annualized increase of 5.3%. This includes energy produced for self-consumption and for injection into the grid.
						Reducing electricity consumption by 5%	Increase of 1.3% compared to 2021
						Increasing energy self-sufficiency to 30%	5% self-sufficiency by 2022
					Reduce GHG emissions	Assessing the Group's carbon footprint up to 2022	Ongoing
						Drawing up the Group's contribution program for carbon neutrality by 2023	- (to be drawn up after completion of the AdP Group emissions inventory).
					Promote the Group's sustainable mobility	Training 100% of fleet drivers in eco-driving	Ongoing
						15% of the fleet with less polluting vehicles	9.6% (electric+hybrid); 8.6% (electric)
					Promote system resilience and ensuring the availability, quality and security of the service and the product	Raising the number of companies with Water Safety Plans to 100% by 2022	90% of the companies
						Increasing the companies with PEAAC to 100% by 2023	Ongoing

MONITORING OF THE SUSTAINABILITY COMMITMENT

Framework of Strategic Commitments 2020-2022				Sustainability Commitment 2022-2025			Monitoring 31/12/2022
Pillar	Strategic Challenge	Materiality	Ambition	Sustainability Commitment	Objective	Goals	
Service Excellence; Social Utility	Infrastructure Resilience; Operation Efficiency; Service quality; Circular Economy; Structural Efficiency	"(5) Climate change (6) Service resilience (7) Product and service safety and quality"	Taking action for the Climate (cont.)	Reducing greenhouse gas emissions, mitigating our impacts, adapting operations to climate changes	Promote system resilience and ensuring the availability, quality and security of the service and the product	Ensuring the continuity of the supply service and the collection and disposal of wastewaters, guaranteeing compliance with renovation plans, in terms of expansion in the bulk and retail level supply systems, sanitation and ApR networks	Ongoing
Service Excellence	Operation Efficiency; Service Quality; Circular Economy	"(8) Conservation and enhancement of water resources (9) Circular economy of water (ApR, waste into by-products and energy)"	Accelerating the circular economy of water	Managing the urban water cycle in harmony with nature, guaranteeing the transition to a circular economy	- Conserving water bodies	Achieve a minimum of 90% internal reuse in wastewater activities	80% (includes consumption in AA and AR installations)
						Respond, in terms of supply, to the demand for water for reuse existing in the communities served by the AdP group	Ongoing
						Reducing undue inflows from wastewater sanitation networks	Ongoing
						Preventing and reducing 20% of the physical water losses from bulk and retail systems	Bulk real losses up 3.6%. Retail real losses 11.2%
						Monitoring water quality in the source and recipient environments	Ongoing
					Minimising the waste produced and recovering it as subproducts	Promoting 70% recovery of wastewater treatment plant sludges	48.1%
						Promoting 70% in-house recovery of wastewater treatment plant sludges	99% (external recovery)
						Reducing the production of wastewater treatment plant subproducts by 45%	This increased by 4% compared to 2021

MONITORING OF THE SUSTAINABILITY COMMITMENT

Framework of Strategic Commitments 2020-2022				Sustainability Commitment 2022-2025			Monitoring 31/12/2022
Pillar	Strategic Challenge	Materiality	Ambition	Sustainability Commitment	Objective	Goals	
Social Utility; Service Excellence; Group Culture	Structural Efficiency; Circular Economy; Service quality; Symbiosis with the Community	"(10) Economic and financial sustainability of the management model (11) Supply chain (12) Community (relationships) (13) Ecosystems and biodiversity"	Enhancing the value of territories	Providing a public service of excellence, with a direct impact on improving the quality of life of populations	- Enhancing relationships of proximity and dialogue with customers and municipal partners	Developing 3 pilot projects to reduce water losses with Municipalities/ Management Companies	-
						Developing 5 pilot projects to reduce unauthorised inflows with Municipalities/ Management Companies	AglR Project – Action Plan for the Management of Industrial Wastewater in the Greater Lisbon and Western Region
						Implementing a common system for evaluating the services provided by retail companies	-
					- Contributing to the development of a responsible economy	Drawing up and implementing the Green Purchasing Plan	Ongoing
					- Investing in relationships and sharing value in the supply chain	Promoting the Group's values in its supply chain (companies) through 20 awareness raising actions/ year	106 actions
						Promoting the Group's values in the supply chain through 15 supplier audits per year	29 audits
						Promoting the development of supply chain GHG emissions inventories: 3 actions	-
					- Playing an integral role in the communities we operate in	10,000 hours volunteering/year	-
						5 corporate volunteering projects	0 (projects were developed in companies)

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Framework of Strategic Commitments 2020-2022				Sustainability Commitment 2022-2025			Monitoring 31/12/2022
Pillar	Strategic Challenge	Materiality	Ambition	Sustainability Commitment	Objective	Goals	
Social Utility; Service Excellence; Group Culture	Structural Efficiency; Circular Economy; Service quality; Symbiosis with the Community	"(10) Economic and financial sustainability of the management model (11) Supply chain (12) Community (relationships) (13) Ecosystems and biodiversity"	Enhancing the value of territories	Providing a public service of excellence, with a direct impact on improving the quality of life of populations	- Protecting and restoring biodiversity and ecosystems	Mapping Group managed protected areas and designing the respective biodiversity and ecosystem plans	-
					- Water as an essential factor in deepening the protection of public health	Guaranteeing 99.5% of safe water in both the bulk and retail sectors	99.6% bulk; 99.4% retail
						Ensuring compliance with discharge licences (both with limits and regularity of monitoring) at both the bulk and retail levels	98.12% bulk; 98.24% retail
Social Utility; Group Culture; Service Excellence	360° Innovation; Organisation and operation; Valuing human capital; Knowledge; Infrastructure resilience; Operation efficiency	(14) Innovation	Innovating to impact	Driving open and collaborative innovation that generates value for the AdP Group and its companies	- Developing RDI projects aligned with areas of strategic innovation and the needs of AdP Group companies	Increase the number of RDI projects by 10%	Ongoing
						Investment by AdP SGPS of 0.1% of turnover in innovation projects carried out in Group companies	-
						Innovation competition launched within the AdP Group	Launched in 2022
					- Developing and launching innovative products, services and processes	Increasing the number of products developed within the Group by 25%	Ongoing
					- Developing open innovation based on a multipolar network of skills	Increasing by 10%/year internal and external partnerships (national and international) in the RDI context	Ongoing

MONITORING OF THE SUSTAINABILITY COMMITMENT

Framework of Strategic Commitments 2020-2022				Sustainability Commitment 2022-2025			Monitoring 31/12/2022
Pillar	Strategic Challenge	Materiality	Ambition	Sustainability Commitment	Objective	Goals	
Social Utility; Group Culture; Service Excellence	360° Innovation; Organisation and operation; Valuing human capital; Knowledge; Infrastructure resilience; Operation efficiency	(14) Innovation	Innovating to impact	Driving open and collaborative innovation that generates value for the AdP Group and its companies	- Promoting the digital transformation of the AdP Group	Implementing the Group's strategic digitalisation plan	Ongoing. In terms of digitalisation, the AdP Group carried out a diagnosis of the level of digitalisation of its various operations throughout the country and an action plan to achieve a transition in line with the requirements of service quality.
					- Sharing knowledge through capacity building projects and technical support	Increasing the countries served by AdP Internacional know-how by 20%	10% (Lebanon and Goa)
Social Utility; Group Culture	Business and International Cooperation; Symbiosis with the Community	"(15) Capacity building and international cooperation in the fields of water and energy (20) Human Rights/Social Justice in accessing water and sanitation services"	Ensuring water and sanitation across borders	Cooperating internationally for promoting the sustainable management of water	Promoting mutual aid in water, sanitation and climate-related activities and programs in developing countries	Implementing cooperation projects in the PALOP countries + East Timore	"AdPI signed technical cooperation protocols with the Associação Pró-Gestão das Águas da Bacia Hidrográfica do Rio Paraíba do Sul and the Comité das Bacias Hidrográficas dos Rios Guandu, da Guarda e Guandu-Mirim, in Brazil, both with the objective of sharing experiences and know-how in the areas of wastewater treatment, reutilisation, energy and technical training"
					- Operating in our reference geography	I international operation	Lebanon

MONITORING OF THE SUSTAINABILITY COMMITMENT

Framework of Strategic Commitments 2020-2022				Sustainability Commitment 2022-2025			Monitoring 31/12/2022
Pillar	Strategic Challenge	Materiality	Ambition	Sustainability Commitment	Objective	Goals	
Group Culture; Social Utility	Symbiosis with the Community; Structural Efficiency	(16) Education for sustainable development (sustainable water consumption)	Educating for sustainability	Being a benchmark actor on issues relating to education for sustainable development		Development of a strategic plan for education on sustainable development	Ongoing
					Promoting education for sustainable development	> 1,000 visits to facilities/ year and > 40,000 visitors/ year	583 visits to the facilities; 30,902 visitors. In addition, 840 guided tours of the Museum involved 18,173 visitors; 13,500 pupils were involved in the external activities program - "Museum out of doors"; 11,173 pupils visited the museum; 111,506 visitors to the Museum
					Promoting rational usage of water generally and tap water specifically	1 national campaign/year	"Let's turn the tap on drought" Campaign
					Promoting sustainable usage of the sanitation network	1 national campaign/year	(campaigns were developed in the companies)
					Promoting recourse to ApR	1 national campaign/year setting out best practices for green spaces and industrial and commercial activities, and as well as best domestic water usage practices	(campaigns were developed in the companies)

MONITORING OF THE SUSTAINABILITY COMMITMENT

Framework of Strategic Commitments 2020-2022				Sustainability Commitment 2022-2025			Monitoring 31/12/2022
Pillar	Strategic Challenge	Materiality	Ambition	Sustainability Commitment	Objective	Goals	
Group Culture; Social Utility	Symbiosis with the Community; Structural Efficiency	(16) Education for sustainable development (sustainable water consumption)	Educating for sustainability	Being a benchmark actor on issues relating to education for sustainable development	Promoting the Circular Economy and Energy Neutrality	Promoting best practices, such as sustainable energy production, new products and materials produced from WTP and WWTP by-products as well as new organic bio-fertilisers raising the visibility of Group activities in society	-
					Promoting Innovation	A campaign directed at the population and stakeholders with good examples of the innovative processes, products and services developed and marketed by the AdP Group	-

GRI CONTENT INDEX

Declaration of usage	The AdP Group reported in accordance with the GRI Standards for the period 1 January to 31 December 2022
Version used	GRI: Foundation 2021
Applicable GRI Sector Standards	NA on the date of this report's publication

GRI STANDARD		VALUE
GRI 2 General Contents 2021		
The organisation and its reporting practices		
2-1	Organisation profile	
2-1 a.	Juridical name	AdP - Águas de Portugal, S.G.P.S., S.A.
2-1 b.	Corporate structure and legal status	AdP - Águas de Portugal, S.G.P.S., S.A. is the Group management company for its shareholdings.
2-1 c.	Location of headquarters	Rua Visconde de Seabra n. 93; 1700-421 Lisbon
2-1 d.	Countries operated in	Portugal (AdP Internacional was present in Angola, Brazil, Cape Verde, Ivory Coast, Goa, Grenada, Guinea-Bissau, Lebanon, Malawi, Mozambique, East Timor, Tunisia) in 2022.
2-2	Names of all the entities included in the sustainability report	Águas de Portugal SGPS; AdP Internacional; AdP Energias; AdP Valor; AdAM; AdNorte; AdDP; SIMDOURO; AdRA; AdCL; AdTA; EPAL; AdVT; SIMARSUL; AdSA; AgdA; AdA
2-3	Reporting period, frequency and contact point	Annexes and Reverse Cover
2-4	Changes in assumptions relative to previous reporting periods	In 2022, there were no changes to the assumptions considered in the preparation of the 2021 report.
2-5	External verification	External verification report issued by EY

GRI STANDARD		VALUE
Activities and Workers		
2-6	Activities, Value Chain and Other Business Relationships	
2-6 a.	Detail the sector of activity	State owned business company for the water sector
2-6 b.	Description of the chain of value (products and/or services; chains of supply; upstream and downstream entities)	The AdP Group's main activity is the integrated management of the urban water cycle, comprising all of its stages, from the collection, treatment and distribution of water for public consumption, to the collection, transport, treatment and disposal of urban wastewater, including the production of water for reutilisation. These constitute core public services, essential to the well-being of the population, public health, social and economic development and environmental protection.
2-6 c.	Report other relevant business relationships	
2-7	Employees	-
2-7-a.	Total number of employees by gender and region	Total = 3742; Total active = 3661: 1082F/2579M (active) - We consider the country as a "region". However, in the SR, we present a map of Portugal with workers per company.
2-7 b.i	Permanent, broken down by gender and region	3661 (active)
2-7 b.ii	Temporary, broken down by gender and region	Total active = 3621: Open ended contract – 1004F / 2248M; Contract other type of contract – 60F / 309M
2-7 b.iii	No guaranteed workload, broken down by gender and region	0
2-7 b.iv	Full-time broken down by gender and region	1078F / 2579M
2-7 b.v	Part-time, broken down by gender and region	4F / 0M
2-7 d.	Report contextual information necessary for the understanding of the data disclosed above	The data presented refers to active workers (who, on 31 December, had an active contract with one of the AdP Group companies).
2-7 e.	Significant fluctuations in the number of employees during the reporting period	There were no significant fluctuations in the number of employees during the reporting period.
2-8	Employees who do not belong to the company	138

GRI STANDARD		VALUE
Governance		
2-9	Governance structure and its composition	
2-9-a	Describe the company Governance structure	"By resolution of the General Assembly (GA) Meeting of 4 May 2020, and for the three-year period 2020-2022, the Board of Directors of the holding company of AdP Group (AdP SGPS) is composed of six directors (five executives and one non-executive), including a chair, a vice-chair and the remaining members, who serve for three-year periods and may be re-elected. The day-to-day management was delegated to an Executive Committee composed only of executive directors - a president, a vice-president and three members. The management of the AdP Group's subsidiary companies is ensured by the respective Boards of Directors (BoD), elected by the General Assembly (GA). The GA is also responsible for electing a Supervisory Board and a Statutory Auditor to ensure company supervision. The composition of the BoD distinguishes between executive and non-executive directors."
2-9-b	List the various bodies responsible for making decisions and overseeing the management of the organisation's impacts on the economy, the environment and people	Board of Directors; Executive Committee. Board of the General Assembly; Supervisory Board; Statutory Auditor; Company Secretary and External Auditor.
2-9-c	Describe the composition of the most senior Governance body	RGS 2022
2-9-c-i	Executive or non-executive functions	Board of Directors: 6 Directors of which 5 were elected as executive managers, in particular the Chairman and Vice-Chairman + 2 executive members + 1 non-executive Director; Executive Committee: Chairman + 1 Vice-Chairman + 3 executive members
2-9-c-iii	Mandate of the members of the most senior Governance body	3 years – current mandate 2020-2022
2-9-c-iv	No. of other important positions and commitments of each member as well as the nature of these commitments	José Manuel Leitão Sardinha: Executive Vice-Chairman of the Board of Directors of AdP - Águas de Portugal, SGPS, S.A., Executive Chairman of the Board of Directors of EPAL, S.A. and Executive Chairman of the Board of Directors of Águas de Lisboa e Vale do Tejo, S.A.; Assistant Professor at Nova University of Lisbon and FCT and Coordinator of the Southern Regional Board of the Portuguese Engineers Association. Jaime Serrão Andrez: Executive Chairman of the Board of Directors of Parpública, SGPS, S.A; Lecturer at the Higher Institute of Economics and Management, University of Lisbon; Executive Chairman of the Board of Directors of Circuito do Estoril; Non-executive Director of the Board of Directors of EPS - EFACEC POWER SOLUTIONS, SGPS
2-9-c-v	Gender	BoD: 4M + 2W e CE: 3M + 2W
2-9 c.vii	Relevant skills and organisation impacts	RGS 2022

GRI STANDARD		VALUE
Governance (cont.)		
2-9 c.viii	Stakeholder representation	RGS 2022
2-10	Nomination and selection of the company's governance members	RGS 2022
2-11	Chair of the Board of Directors	RGS 2022
2-12	Role played by the Executive Committee in overseeing the management of impacts	The Board of Directors aligned with the government's program and complied with the strategic guidelines defined.
2-13	Delegation of responsibilities in impact management	RGS 2022
2-14	Role of the highest governance body in sustainability reporting	RGS 2022
2-15	Conflicts of Interest	
2-15 a.	Describe the role played by the EC in developing, approving and updating the value statements or the mission, strategies, policies and objectives related to sustainable development	Following the recommendation of the Council for the Prevention of Corruption on 8 January 2020, concerning the management of conflicts of interest in the public sector, the company has implemented Declarations of Conflict of Interest, signed by the Directors and employees with functions in areas potentially subject to acts of corruption. The approval of expenses of the members of the Board of Directors always requires the signature of another director. Members of the management body do not intervene in the approval of their own expenses. The approval of expenses of other corporate bodies, when existing, always requires the signature of a director. Furthermore, the members of the administrative body do not participate in deliberations that may result in direct or indirect conflicts of interest, concerning either eventual expenses they incurred or other matters related to the provisions of paragraph 7 of Article 22 of the Public Manager Statute
2-16	Critical concerns communicated to senior management	Chapter on "Governance"
2-17	Global knowledge of the Board of Directors	RGS 2022
2-18	Evaluation of the Board of Directors performance	RGS 2022
2-19	Remunerations policies	RGS 2022
2-20	Remuneration determination process	RGS 2022

GRI STANDARD		VALUE
Governance (cont.)		
2-21	Proportion of Total Annual Remuneration	
2-21 a.	Proportion of the annual total remuneration of the highest paid individual in the company and the average annual total remuneration of all employees (excluding the highest paid)	4,29
2-21 b.	Proportion of the percentage increase in the annual total compensation of the highest paid individual in the company and the average percentage increase in the annual total compensation of all employees (excluding the highest paid)	The highest paid individual received no salary increase in 2022
Strategies, Policies and Best Practices		
2-22	Declaration of the sustainable development strategy	Message from the Chair
2-23	Sustainable development strategy statement	Chapter on "Governance"; RSG 2022
2-24	Commitment Policies	Chapter on "Governance"; RSG 2022
2-25	Incorporation of Commitment policies	Chapter on "Governance"; RSG 2022; Chapter on "Acting for the Climate"; Chapter on "Accelerating the water circular economy"
2-26	Process for remediation of negative impacts	Chapter on "Governance"; GSR 2022; AdP Group Ethics Committee Execution Assessment Report
2-27	Mechanisms for advice	
2-27 a.	Compliance with laws and regulations	0
2-27 a.i	Total number of significant cases of non-compliance with laws and/or regulations during the reporting period	0
2-27 a.ii	Cases in which monetary fines were imposed and the amount	0
2-27 b.i	Monetary value of fines paid in the reporting year	0
2-27 b.ii	Monetary value of fines paid in the reporting year relating to other years	0
2-28	Membership of associations	Chapter on "Valuing our Territories"

GRI STANDARD		VALUE
Engagement with stakeholders		
2-29	Approach to Engaging with Stakeholders	
2-29 a.i.	Describe the approach taken to stakeholder engagement	Chapter on "Listening to our Stakeholders"
2-29 a.ii	Categories of stakeholders engaged and how they are identified	Chapter on "Listening to our Stakeholders"
2-29 a.iii	How the organisation seeks to ensure meaningful engagement with stakeholders	Chapter on "Listening to our Stakeholders"
2-30	Collective bargaining agreements	99%

GRI STANDARD			VALUE
GRI 200 ECONOMIC REPORT 2016			
MATERIAL TOPIC - GRI 201 Economic Performance 2016			
103-1	Explanation of the material topic and the limit		Our commitment to sustainability; Annex - Materiality Analysis
103-2	The management approach and its components		A benchmark business group in the environmental sector
103-3	Evaluation of the management approach		Our commitment to Sustainability
201-1	Direct economic value generated and distributed		
		Direct economic value generated (€)	951 330 041.45 €
		Direct economic value distributed (€)	894 070 319.11 €
		Operating costs (€)	604 216 325.00 €
		Human resources (€)	117 413 139.00 €
		Payments to capital providers (€)	64 044 492.00 €
		State (€)	66 860 995.00 €
		Donations (€)	497 260.00 €
		Accumulated economic value	57 259 722.34 €
201-2	Financial implications and other risks and opportunities arising from climate change		Risk Management; Acting for the Climate; Innovating for impact
201-3	Retirement benefit plans offered by the organisation		Methodological notes and other information
201-4	Financial benefits received from the State		66 232 214.29 €

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 203 Indirect Economic Impacts 2016			
103-1	Explanation of the material topic and the limit		Our commitment to sustainability; Annex - Materiality Analysis
103-2	The management approach and its components		103-2 The management approach and its components A benchmark business group in the environmental sector
103-3	Evaluation of the management approach		Our commitment to Sustainability
203-1	Investments in infrastructure and services		The AdP Group made investments totalling EUR 237.8 million, of which EUR 170.6 million were in the construction or renovation of supply or sanitation infrastructures.
203-2	Significant indirect economic impacts		Performance; Chapter "Valuing the Territories"
GRI 300 ENVIRONMENTAL REPORTING 2016			
MATERIAL TOPIC - GRI 302 Energy 2016			
103-1	Explanation of the material topic and the limit		Annex - Materiality Analysis, Annex - Objectives and goals
103-2	The management approach and its components		Chapter "Acting for the Climate"
103-3	Evaluation of the management approach		Annex - Commitment to Sustainability - Objectives and goals 2022-2025
302-1	Energy consumed in the organisation - Scope 1 and 2		
302-1		Total energy consumption (GJ/year) * Does not include energy sold	2 914 097
302-1 c)		Electricity consumed from the grid (RESP) (GJ/year) - Scope 2	2 702 568
302-1 a)		Petrol (GJ/year) - Scope 1	4 612
302-1 a)		Diesel (GJ/year) - Scope 1	102 263
302-1 a)		Liquified gas (GJ/year) - Scope 1	0

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 302 Energy 2016 (cont.)			
302-1 a)		Propane (GJ/year) - Scope 1	112
302-1 a)		Natural gas (GJ/year) - Scope 1	6 065
302-1 c)		Self-produced and consumed electricity (GJ/year)	98 476
302-1 d)		Electricity produced sold (GJ/year)	40 283
302-2	Energy consumed outside the organisation - Scope 3		Inventorying ongoing. See Chapter on "Acting for the Climate"
302-3	Energy intensity		0.64
302-4	Total reduction in energy consumption (fuel + electricity) (GJ/year)		Inventorying ongoing. See Chapter "Acting for the Climate"
302-5	Reducing the energy requirements of products and services		Inventorying ongoing. See Chapter "Acting for the Climate"
MATERIAL TOPIC - GRI 303 Water and Effluents 2018			
103-1	Explanation of the material topic and the limit		Annex - Materiality Analysis, Annex - Objectives and goals
103-2	The management approach and its components		Performance; Chapter "Accelerating the circular economy of water"
103-3	Evaluation of the management approach		Annex - Commitment to Sustainability - Objectives and goals 2022-2025
303-1	Interactions with water as a shared resource		Commitment to Sustainability; Performance; Chapter "Accelerating the circular economy of water"
303-2	Management of effluent rejection and its impacts		Performance; Chapter "Valuing the Territories"
303-3	a. Water intakes by source		
		Surface intake (supply process) (Mm ³ /year)	508.00

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 303 Water and Effluents 2018 (cont.)			
		Subterranean intakes (supply process) (Mm ³ /year)	77.00
		Intakes for industrial processes (in internal captation or those under company management) (Mm ³ /year)	10.4
		Saline intakes	0
		Produced	0
		Supplied by external entities (Mm ³ /year)	13.6
	b. Water sourced from stressed hydric zones		See Chapter Performance - Framework
303-4	a. e b. Treated and discharged effluents (Mm ³ /year)		516.71
		Treated wastewater discharged into watercourses (Mm ³ /year)	384.49
		Treated wastewater discharged into the sea (Mm ³ /year)	131.83
		Treated wastewater rejected per infiltration into the soil (Mm ³ /year)	0.39
		Untreated wastewater exported to external entities (Mm ³ /year)	5.70
		Wastewater with primary treatment (Mm ³ /year)	50.23
		Waste water with secondary treatment (Mm ³ /year)	385.95
		Wastewater with tertiary treatment (Mm ³ /year)	63.53
		Wastewater with disinfection (regardless of bulk treatment) (Mm ³ /year)	160.96
	c. Treated effluent rejected in water stress areas		See Chapter Performance - Framework

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 303 Water and Effluents 2018 (cont.)			
	d. Compliance with discharge licences	Bulk	98.12%
		Retail	98.24%
303-5	"Water consumption"		
		Internal consumption in administrative and operational buildings (Mm ³ /year)	1.11
		Own intakes of water for internal consumption (Mm ³ /year)	0.32
		Water reutilised for internal use (Mm ³ /year)	5.56
MATERIAL TOPIC - GRI 304 Biodiversity 2016			
103-1	Explanation of the material topic and the limit		Annex - Materiality Analysis, Annex - Objectives and goals
103-2	The management approach and its components		Performance; Chapter "Valuing the Territories"
103-3	Evaluation of the management approach		Annex - Commitment to Sustainability - Objectives and goals 2022-2025
304-1	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		
		a) i. Geographic location	Continental Portugal
		a) iii. Surface and subterranean areas owned, leased or managed by the organisation	1181 ha
		a) iv. Position in relation to the protected area (within the area, adjacent to it or encompassing parts of the protected area) or to the area of high biodiversity value situated outside of environmental protection areas	347 ha (occupation of classified areas)

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 304 Biodiversity 2016 (cont.)			
304-1	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas (cont.)	a) iv. Type of operation (office, manufacturing/production or extractive operation)	Operational Infrastructures
		a) vi Size of operational unit in km2 (or other unit if appropriate)	1181 ha a (the entire area occupied by the AdP Group's operational facilities)
		a) vi. e vii. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value situated outside the protected area (terrestrial, freshwater or marine ecosystem) and biodiversity value characterized by the inclusion on protected species lists.	This remains undetermined in any consolidated manner. The sustainability commitment provides for the mapping of protected areas and the preparation of biodiversity and ecosystem plans.
304-2	Significant impacts of activities, products and services on biodiversity		Performance; Chapter "Valuing the Territories"
304-3	Protected or restored habitats		Chapters "Out performance" (Framework); "Enhancing the value of territories"
MATERIAL TOPIC - GRI 305 Emissions 2016			
103-1	Explanation of the material topic and the limit		Annex - Materiality Analysis, Annex - Objectives and goals
103-2	The management approach and its components		Chapter "Acting for the Climate"
103-3	Evaluation of the management approach		Annex - Commitment to Sustainability - Objectives and goals 2022-2025
305-1	Direct greenhouse gas emissions - Scope I		
		Total CO ₂ eq emissions (tonCO ₂ eq/year)	8 293
		Emissions from the consumption of petrol (tonCO ₂ eq/year)	320

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 305 Emissions 2016 (cont.)			
305-1	Direct greenhouse gas emissions - Scope 1	Emissions from the consumption of diesel (tonCO ₂ eq/year)	7 577
		Emissions from the consumption of liquified gas (tonCO ₂ eq/year)	0
		Emissions from the consumption of propane (tonCO ₂ eq/year)	7
		Emissions from the consumption of natural gas (tonCO ₂ eq/year)	389
305-2	Indirect greenhouse gas emissions - Scope 2		
		Total CO ₂ eq emissions (tonCO ₂ eq/year)	162 154
		CO ₂ eq emissions from grid electricity consumption (tonCO ₂ eq/year)	162 154
305-3	Other indirect emissions - Scope 3		Chapter "Acting for the Climate"
305-4	GHG emissions intensity (kgCO ₂ /m ³)		0.14
305-5	Reduction of greenhouse gas emissions		746 ton CO ₂ eq avoided (394 - electric mobility; 352 own production)
305-6	Emissions of ozone-depleting substances		The AdP Group companies do not use ozone-depleting substances in their activities. The only existing sources are associated with air conditioning equipment, chillers, refrigerators and other cooling systems, such as greenhouses, air treatment units, etc.. The Group companies have surveyed the existing equipment and have a plan for the replacement of gases, whenever so necessary in accordance with the legislation in force. To ensure the proper functioning of this equipment, maintenance and leak detection actions are carried out. Interventions in this equipment are carried out by suitably qualified technicians, in accordance with the legislation in force.
305-7	NO _x , SO _x and other significant atmospheric emissions		
		Mobile sources - NO _x (kg/year)	25.38
		Mobile sources - SO _x (kg/year)	20.54
		Mobile sources -COVNM (kg/year)	79.51

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 306 Wastes 2020			
103-1	Explanation of the material topic and the limit		Annex - Materiality Analysis, Annex - Objectives and goals
103-2	The management approach and its components		Chapter "Circular Economy of Water"
103-3	Evaluation of the management approach		Annex - Commitment to Sustainability - Objectives and goals 2022-2025
306-1	Waste production and associated impacts		Chapter "Circular Economy of Water"
306-2	Management of significant impacts generated		Chapter "Circular Economy of Water"
306-3	Waste produced, by type (ton)		
		Total (ton)	425 101
		Supply (ton)	18 092
		Sanitation (ton)	405 764
		Others (ton)	1 245
306-4	Waste produced, eliminated		
		Eliminated (ton)	396 900
		Non-hazardous - Eliminated	
		Incineration	152
		Landfill (D1+D5)	85 071
		Others (D13+D14+D15+D9)	311 531
		Hazardous - Eliminated	
		Incineration	-
		Landfill (D1+D5)	9
		Others (D13+D14+D15+D9)	137

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 306 Wastes 2020 (cont.)			
306-5	Waste produced, eliminated		
		Eliminated (ton)	28 201
		Non-hazardous - Eliminated	
		Incineration	0
		Landfill (D1+D5)	14 619
		Others (D13+D14+D15+D9)	5 799
		Hazardous - Eliminated	
		Incineration	0
		Landfill (D1+D5)	4 321
		Others (D13+D14+D15+D9)	3 462
MATERIAL TOPIC - GRI 307 Environmental Compliance 2016			
I03-1	Explanation of the material topic and the limit		Annex - Materiality Analysis, Annex - Objectives and goals
I03-2	The management approach and its components		Performance; Chapter "Valuing the Territories"
I03-3	Evaluation of the management approach		Annex - Commitment to Sustainability - Objectives and goals 2022-2025
307-1	Non-compliance with environmental legislation and regulations		In 2022, AdP Group had 36 environmental inspections at operational facilities, mostly carried out by IGMAOT and APA/ ARH. No fines were paid in 2022.

GRI STANDARD			VALUE
GRI 400 SOCIAL DISSEMINATION 2016			
MATERIAL TOPIC - GRI 401 Employment 2016			
I03-1	Explanation of the material topic and the limit		Annex - Materiality Analysis, Annex - Objectives and goals
I03-2	The management approach and its components		Chapter "Working with Purpose"
I03-3	Evaluation of the management approach		Annex - Commitment to Sustainability - Objectives and goals 2022-2025
401-1	New workers hired and departures	Total workers who joined the Group (no.)	305
		Rate of workers entering (%)*	8.3%
		Men	5.1%
		Women	3.2%
		Total workers that left the Group (no.)	142
		Rate of employees leaving (%)*	3.9%
		Men	3.0%
		Women	0.9%
		Workers (male) who joined (no.; %)*	188; 5.1%
		<19	0; 0.0%
		[19-25]	22; 0.6%
		[26-35]	65; 1.8%
		[36-45]	63; 1.7%
		[46-55]	30; 0.8%
		[56-65]	6; 0.2%
		>65	2; 0.1%

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 401 Employment 2016 (cont.)			
401-I	New workers hired and departures (cont.)	Workers (male) who left (no.; %)*	108; 3.0%
		<19	0; 0.0%
		[19-25]	5; 0.1%
		[26-35]	17; 0.5%
		[36-45]	32; 0.9%
		[46-55]	14; 0.4%
		[56-65]	14; 0.4%
		>65	26; 0.7%
		Workers (female) who joined (no.; %)*	117; 3.2%
		<19	0; 0.0%
		[19-25]	14; 0.4%
		[26-35]	56; 1.5%
		[36-45]	28; 0.8%
		[46-55]	17; 0.5%
		[56-65]	2; 0.1%
		>65	0; 0.0%
		Workers (female) who left (no.; %)*	34; 0.9%
		<19	0; 0.0%
		[19-25]	2; 0.1%

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 401 Employment 2016 (cont.)			
401-1	New workers hired and departures (cont.)	[26-35]	8; 0.2%
		[36-45]	9; 0.2%
		[46-55]	6; 0.2%
		[56-65]	1; 0.0%
		>65	8; 0.2%
401-2	Benefits for full-time workers, which are not attributed to part-time or temporary workers		Chapter "Work with Purpose"
401-3	Parental leave	Workers who took and ended parental leave in 2022 (no.)	109
		Men	69
		Women	40
		Workers returning to work in 2022 after completion of parental leave (%)	100%
		Number of active workers who in 2022 completed 12 months of work after the conclusion of parental leave	100%
MATERIAL TOPIC - GRI 403 Workplace Health and Safety 2018			
103-1	Explanation of the material topic and the limit		Annex - Materiality Analysis, Annex - Objectives and goals
103-2	The management approach and its components		Chapter "Working with Purpose"
103-3	Evaluation of the management approach		Annex - Commitment to Sustainability - Objectives and goals 2022-2025

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 403 Workplace Health and Safety 2018 (cont.)			
403-1	Occupational Health and Safety Management System		88% of AdP Group companies have occupational health and safety management systems certified to ISO 45001 (voluntary)
403-2	Hazard identification, risk assessment and incident investigation		Annual review carried out of the Management Systems under the auspices of the 45001 Standard
403-3	Occupational health services		The AdP Group companies provide occupational medical services. In this context, periodic visits are made by the occupational doctor to see staff working conditions in loco, with the aim of identifying the potential health risks to which workers are subject and defining action plans so that companies take preventive actions.
403-4	Consultation, participation and communication of occupational safety and health		Held annually in AdP Group companies. In addition, 3,274 workers were ensured representation in matters of workplace hygiene, health and safety
403-5	Occupational health and safety training		In 2022, 190 drills were carried out and 20,650 hours of occupational health and safety training were recorded
403-6	Promotion of workers' health		All the Group's employees have health insurance. In 2022, the AdP Group signed the Mental Health in the Workplace Pact. Several initiatives were implemented within the scope of the Reconciliation between professional, family and personal lives in the field of worker health and safety
403-7	Prevention and mitigation of direct impacts of work on the occupational health and safety of workers		88% of AdP Group companies operate occupational health and safety management systems certified under ISO 45001; 47% of AdP Group companies have management systems for Reconciliation between professional, family and personal life certified under ISO 4552; 53% of AdP Group companies have Social Responsibility management systems certified under SA 8000; (voluntary)
403-8	Service providers working in the AdP Group's facilities or on its behalf, covered by occupational health and safety management systems		100% of companies are certified

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 403 Workplace Health and Safety 2018 (cont.)			
403-9	Work-related injuries		
		a) i. Deaths related to accidents at work	0
		a) ii. Serious accidents	10
		a) ii. Rate of severity	1070
		a) iii. Workplace accidents	206
		a) iii. Frequency rate	35
		a) iv. Main types of accidents at work	Fall; bad posture when carrying out the activity
		a) v. Hours worked (actual work)	5815707.84
403-10	"Work-related health problems"		
		a) i. Deaths related to occupational diseases	0
		a) ii. Occupational Diseases	17
		a) iii. Main types of occupational diseases	Caused by noise
MATERIAL TOPIC - GRI 404 Training and Education 2016			
103-1	Explanation of the material topic and the limit		Annex - Materiality Analysis, Annex - Objectives and goals
103-2	The management approach and its components		Chapter "Working with Purpose"
103-3	Evaluation of the management approach		Annex - Commitment to Sustainability - Objectives and goals 2022-2025

GRI STANDARD			VALUE
TÓPICO MATERIAL - GRI 404 Formação e Educação 2016 (continuação)			
404-1	Average hours of training per employee, per year	Total Training Hours *	
		Executive directors (h)	
		Employees (h)	
		Executive directors (h/director)	23.8
		M (h/ director)	21.4
		F (h director)	27.4
		Employee (h/employee)	23.6
		M (h/ employee)	21.4
		F (h/ employee)	28.9
		Line managers (h/ employee)	44.2
		Middle management (h/ employee)	42.6
		Senior management (h/ employee)	30.8
		Technical staff (h/ employee)	18.4
		Operating staff (h/ employee)	15.4
404-2	Skills Enhancement and Transition Assistance Program		Chapter "Work with Purpose"
404-3	Percentage of employees who regularly receive their evaluation and respective career review		100%

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 405 Diversity and Equal Opportunities 2016			
I03-1	Explanation of the material topic and the limitations		Annex - Materiality Analysis, Annex - Objectives and goals
I03-2	The management approach and its components		Chapter "Working with Purpose"
I03-3	Evaluation of the management approach		Annex - Commitment to Sustainability - Objectives and goals 2022-2025
405-1	Diversity of the Board of Directors and employees	Executive Directors (no.)	38 (in absolute numbers. In occupied positions there are 47)
		M (%)	61% (in absolute numbers. In occupied positions there are 57%)
		F (%)	39% (in absolute numbers. In occupied positions there are 43%)
		[26 - 35[(%)	0%
		[36 - 45[(%)	16%
		[46 - 55[(%)	45%
		[56 - 65[(%)	29%
		>65 (%)	11%
		Non-nationals (%)	0.0%
		Disabled persons (%)	5.3%

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 405 Diversity and Equal Opportunities 2016 (cont.)			
405-I	Diversity of the Board of Directors and employees (cont.)	Line managers (no.)	164
		M (%)	53.7%
		F (%)	46.3%
		<19 (%)	0.0%
		[19 - 25[(%)	0.0%
		[26 - 35[(%)	1.8%
		[36 - 45[(%)	25.0%
		[46 - 55[(%)	49.4%
		[56 - 65[(%)	19.5%
		>65 (%)	4.3%
		Non-nationals (%)	0.00%
		Disabled persons (%)	0.14%
		Middle management (no.)	359
		M (%)	60.4%
		F (%)	39.6%
		<19 (%)	0.0%
		[19 - 25[(%)	0.0%
		[26 - 35[(%)	4.7%

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 405 Diversity and Equal Opportunities 2016 (cont.)			
405-I	Diversity of the Board of Directors and employees (cont.)	[36 - 45[(%)	39.0%
		[46 - 55[(%)	40.9%
		[56 - 65[(%)	13.9%
		>65 (%)	1.4%
		Non-nationals (%)	0.03%
		Disabled persons (%)	0.05%
	Senior management (no.)		892
		M (%)	39.3%
		F (%)	60.7%
		<19 (%)	0.0%
		[19 - 25[(%)	1.8%
		[26 - 35[(%)	15.9%
		[36 - 45[(%)	40.1%
		[46 - 55[(%)	31.6%
		[56 - 65[(%)	9.9%
		>65 (%)	0.7%
		Non-nationals (%)	0.11%
		Disabled persons (%)	0.68%

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 405 Diversity and Equal Opportunities 2016 (cont.)			
405-I	Diversity of the Board of Directors and employees (cont.)	Technical staff (no.)	606
		M (%)	59.1%
		F (%)	40.9%
		[19 - 25[(%)	1.7%
		[26 - 35[(%)	10.1%
		[36 - 45[(%)	29.9%
		[46 - 55[(%)	31.8%
		[56 - 65[(%)	24.9%
		>65 (%)	1.7%
		Non-nationals (%)	0.08%
		Disabled persons (%)	0.57%
		Operational staff (no.)	1640
		M (%)	95.4%
		F (%)	4.6%
		<19 (%)	0.0%
		[19 - 25[(%)	2.6%
		[26 - 35[(%)	13.8%
		[36 - 45[(%)	33.4%

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 405 Diversity and Equal Opportunities 2016 (cont.)			
405-1	Diversity of the Board of Directors and employees (cont.)	[46 - 55[(%)	27.9%
		[56 - 65[(%)	21.6%
		>65 (%)	0.7%
		Non-nationals (%)	0.57%
		Disabled persons (%)	0.63%
405-2	Ratio between base remuneration of males/ females	Monthly base earnings of Executive Directors	
		M (%)	51%
		F (%)	49%
		Monthly base earnings of Line Managers	
		M (%)	55%
		F (%)	45%
		Monthly base earnings of Middle Management	
		M (%)	52%
		F (%)	48%
		Monthly base earnings of Senior Managers	
		M (%)	52%
		F (%)	48%

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 405 Diversity and Equal Opportunities 2016 (cont.)			
405-2	Ratio between base remuneration of males/females (cont.)	Monthly base earnings of Technical Staff	
		M (%)	52%
		F (%)	48%
		Monthly base earnings of Operational Staff	
		M (%)	48%
		F (%)	52%
		Total monthly earnings of Executive Directors	
		M (%)	50%
		F (%)	50%
		Total monthly earnings of Line Managers	
		M (%)	54%
		F (%)	46%
		Total monthly earnings of Middle Managers	
		M (%)	52%
		F (%)	48%
		Total monthly earnings of Senior Managers	
		M (%)	53%
		F (%)	47%

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 405 Diversity and Equal Opportunities 2016 (cont.)			
405-2	Ratio between base remuneration of males/females (cont.)	Total monthly earnings of Technical Staff	
		M (%)	54%
		F (%)	46%
		Total monthly earnings of Operational Staff	
		M (%)	52%
		F (%)	48%
MATERIAL TOPIC - GRI 407 Freedom of Association and Collective Bargaining 2016			
I03-1	Explanation of the material topic and the limit		Annex - Materiality Analysis, Annex - Objectives and goals
I03-2	The management approach and its components		Chapter "Working with Purpose"
I03-3	Evaluation of the management approach		Annex - Commitment to Sustainability - Objectives and goals 2022-2025
407-1	Operations and suppliers identified as jeopardising the rights to freedom of association and collective bargaining		Chapter "Work with Purpose"
MATERIAL TOPIC - GRI 416 Client Health and Safety 2016			
I03-1	Explanation of the material topic and the limit		Annex - Materiality Analysis, Annex - Objectives and goals
I03-2	The management approach and its components		Performance; Chapter "Valuing the Territories"
I03-3	Evaluation of the management approach		Annex - Commitment to Sustainability - Objectives and goals 2022-2025

GRI STANDARD			VALUE
MATERIAL TOPIC - GRI 416 Client Health and Safety 2016			
416-1	Product and service categories for which health and safety impacts are assessed		100%
416-2	Incidents of non-compliance related to impacts caused by products and services on health and safety	Compliance with the quality control parameters of the water supply (bulk)	99.60%
		Compliance with the quality control parameters of the water supply (retail)	99.40%

* The HR calculations were made taking into consideration the number of active workers

METHODOLOGICAL NOTES AND OTHER INFORMATION

205-3 Incidents of corruption and actions taken

There were no confirmed cases of corruption registered in 2022.

305-1 and 305-2

The indirect factors of emission (type 2 – electricity) were determined based on the most recently published official information, specifically RNC 2050 (2015 and 2016), and the report “Energy in numbers”, issued by the Observatory of Energy, DGEG, ADENE and APA (2020, 2021 and 2022). The amounts considered for the 2022 Sustainability Report remain, with the exception of electricity: Electricity: 0.216 kg CO₂ /kWh. The amounts for 2020 and 2021 were recalculated based on 0.258 and 0.237 kg CO₂ /kWh, respectively. Diesel: 2.660 kg CO₂ /l; Petrol: 2.275 kg CO₂ /l; Natural Gas: 2.429 kg CO₂ /Nm³; GPL: 5.909 kg CO₂ /Nm³; Propane: 2.94 kg CO₂ /kg. The emissions associated with the biogas produced in wastewater treatment plants with anaerobic installations are not taken into account due to, as stated in Table I of Decree 17313/2008, of 26 June (annexed), the emissions factor associated with “Landfill gases / purification sludges and other biogases” is 0 kg CO₂ /m³. This biogas is burned in co-generation units that produce electricity and heat or, when this is not possible, flared off, thus preventing any emission of methane into the atmosphere.

415 – I Public Policies

In 2022, AdP Group companies did not make any donations or loans of a pecuniary nature or species to any political party in accordance with Law 19/2003 of 20 June, article 8.

Formulas for calculating the safety indices (403-9)

Frequency Rate – total number of accidents (fatal and non-fatal) occurring in relationship to the number of hours effectively worked by the total of staff in the report's reference period.

Frequency rate = (total no. of accidents / (total no. of hours worked, during the normal working timetable + no. of overtime hours)) × 1,000,000

Occupational Disease Rate – number of professional diseases occurring in relationship to the number of hours effectively worked by the total of staff in the report's reference period.

Occupational disease rate = (total no. of professional diseases / (total no. of hours worked, during the normal working timetable + no. of overtime hours)) × 1,000,000

Incident Seriousness Rate - total number of days lost in relationship to the number of hours effectively worked in the report's reference period.

Incident seriousness rate = (total no. of hours lost × 24 / (potential no. of hours worked) × 1,000,000

Absenteeism Rate - percentage of days of absenteeism in relationship to the total of potential days in the report's reference period.

Absenteeism rate = (total no. of hours of absenteeism / (potential no. of hours worked) × 1,000,000

ABBREVIATIONS (PORTUGUESE PRECEDENCE)

A

AA – Water Supply
AAL – Águas Livres Academy
ABAE – Blue Flag Association of Europe
ACT – Working Conditions Authority
ADENE – Agency for Energy
ACT – Collective Working Agreement
AdA – Águas do Algarve
AdAM – Águas do Alto Minho
AdCL – Águas do Centro Litoral
AdDP – Águas do Douro e Paiva
AdNorte – Águas do Norte
AdP – Águas de Portugal
AdPI – Águas de Portugal Internacional
AdRA – Águas da Região de Aveiro
AdSA – Águas de Santo André
AdTA – Águas do Tejo Atlântico
AdVT – Águas de Vale do Tejo
AG – General Assembly
AgdA – Águas Públicas do Alentejo
ANI – National Innovation Agency
APA – Portuguese Environment Agency
APEE – Portuguese Association of Business Ethics
APCE – Portuguese Association of Corporations Communications
APPDI – Portuguese Association of Diversity and Inclusion
ApR – Water for Reutilisation
AR – Wastewaters

B

BCSD Portugal – Business Council for Sustainable Development

C

CA – Board of Directors
CAGEPA – Paraíba Water and Sanitation of Company
CEO – Chief Executive Officer
CER – Renewable Energy Community
CO₂ – Carbon dioxide
COVNM – Volatile Non-Methanic Organic Compound
COSO – Committee of Sponsoring Organization of the Treadway Commission
CNPD – Commission of National Data Protection

D

DJSI – Dow Jones Sustainability Index
DGEG – General Directorate of Energy and Geology
DGERT – General Directorate of Employment and Labour Relations
DGS – General Directorate of Health
DPO – Data Protection Officer

E

EAPN – European Anti-Poverty Network
EBITDA – Earnings before interest, taxes, depreciation and amortization
EDIA – Alqueva Development and Infrastructures Company
ERSAR – Regulatory Entity for Water and Waste Services
ESG – Environment, Social and Governance
ETA – Water Treatment Planta
ETAR – Wastewater Treatment Plant

F

FCT – Faculty of Science and Technology, Nova University of Lisbon
FEUP – Faculty of Engineering of the University of Porto

G

GE – Gender Equality
GCNP – Global Compact Network Portugal
GGE – Greenhouse Gas Emissions
GPAI – Management of Losses and Avoidable Spillages
GPL – Liquified Gas
GRI – Global Reporting Initiative
GWOPA – Global Water Operators Partnership Alliance

H-I

ICS – Internal Control System
IGAMAOT – General Inspectorate of Agriculture, the Sea, the Environment and Land Planning
IPP – Partial but Permanent Incapacity
ISA – Higher Institute of Agronomy
ISO 9001 – NP EN 9001:2015 – Quality Management Norm
ISO 14001 – NP EN ISO 14001:2015 – Environmental Management Norm
ISO 50001 – NP EN ISO 14001:2012 – Energy Management Norm
ISO 55000 – NP ISO 55000:2016 – Asset Management Norm
ISO 56002 – NP ISO 56002:2019 – Innovation Management Norm

J-K-L

LNEC – National Laboratory of Civil Engineering

M-N

NP 4552:2016 – Management Norm for the Reconciliation of Professional, Family and Personal Lives
NO_x – Nitrogen Oxide

O

OIT – World Labour Organisation

P

PALOP – Portuguese Language African Countries
PPA – Portuguese Partnership for Water
PEPE – AdP Group Plan for Energy Efficiency and Production
PSA – Water Security Plan

Q

QEC – The AdP Group Framework of Strategic Commitment

R

RCM – Council of Ministers Resolution
RESP – Public Service Electricity Grid
R&C – Report and Accounts
R&D+I – Research and Development and Innovation
RS – Sustainability Report

S

SA 8000 – Social Responsibility Norm
SDG – Sustainable Development Goals
SEE – State Business Sector
SO_x – Sulphur Oxide
S&P – Standard and Poor

T-U

UN – United Nations
UNGC – United Nations Global Compact, on occasion abbreviated to GC

V-W-X-Y-Z

WEI – Water Exploitation Index

EXTERNAL VERIFICATION STATEMENT



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(Translation from the original Portuguese language. In case of doubt, the Portuguese version prevails)

Independent Limited Assurance Report

To the Board of Directors of
AdP - Águas de Portugal, SGPS, S.A.

Scope

We have been engaged by AdP - Águas de Portugal, SGPS, S.A. ("AdP") to perform a limited assurance engagement, as defined by International Standards on Assurance Engagements, to report on the sustainability information included in the Sustainability Report 2022, identified in the Annex "GRI Content Index" (the "Sustainability Information"), for the year ended 31 December 2022.

Criteria applied

AdP prepared the Sustainability information in accordance with the sustainability reporting standards of the Global Reporting Initiative - GRI Standards (the "Criteria").

Responsibilities of the Management

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

Responsibilities of the Auditor

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

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

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

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

Sociedade Anónima - Capital Social 1.340.000 euros - inscrição n.º 179 na Ordem dos Revisores Oficiais de Contas - inscrição n.º 20161400 na Comissão do Mercado de Valores Mobiliários
Contribuinte n.º 503 988 263 - C. N. Comercial de Lisboa sob o mesmo número
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AdP - Águas de Portugal, SGPS, S.A.
Independent Limited Assurance Report
(Translation from the original Portuguese language.
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31 December 2022

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

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

Quality and Independence

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

We comply with the independence and other ethical requirements of the *Ordem dos Revisores Oficiais de Contas'* Code of ethics and of the International Code of Ethics for Professional Accountants (including international independence standards) (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Conclusion

Based on our work and evidence obtained, nothing has come to our attention that cause us to believe that the Sustainability Information, for the year ended 31 December 2022, has not been prepared, in all material respects, in accordance with the Criteria.

Lisbon, 12 May 2023

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

(signed)

Manuel Ladeira de Carvalho Coelho da Mota - ROC nº 1410
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The 2022 Sustainability Report integrates reporting on progress in implementing the ten principles of the United Nations Global Compact

CONTACTS:

This report is the responsibility of the Sustainability and Social Responsibility Department of AdP SGPS and is available for consultation at www.adp.pt. To receive further information about the data published or should you wish to comment, please get in touch via sre@adp.pt or at the address Rua Visconde de Seabra, no. 3, 1700-421 Lisbon.

