

## **GRI TABLE – Sustainability Report 2020**

Information sources:

AR – Annual Report 2020 SR – Sustainability Report 2020

Site - millenniumbcp.pt - Sustainability

## General Standard contents

In the present table, an additional analysis was made regarding the alignment of BCP's report with the CMVM Report model for the disclosure of non-financial information by companies issuing securities admitted to trading on a regulated market was carried out. The general GRI disclosures respond in part to the Introduction, Business model and main risk factors defined in the Non-financial information model.

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302-3	Energy intensity	SR - Page 103-104 AR - Page 190	8	X
302-4	Reduction of energy consumption	SR - Page 95-105 AR – Page 189, 190	8, 9	Х
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103-1; 103-2; 103-3	Management approach	SR - Page 13-14; 26-27; 94-95; 98; 105 AR - Page 187; 191		Х
303-1	Interactions with water as a shared resource	Most of the water consumed in the BCP is associated with human use, and part of it is also used for irrigation in the facilities. In 2021, all water for irrigation of green spaces in Taguspark will come from the waterhole, which will have a strong impact on the volume of water intake. The Group is concerned with reducing its environmental impact, which includes reducing water consumption in all geographies where it operates. BCP does not identify areas of water stress relevant to this report in its direct operation.		х
303-2	Management of water discharge-related impacts	The effluent management at the Bank is carried out by third parties, and most of the liquid effluents produced by the Group are discarded into public wastewater networks, and subsequently subjected to treatment and quality monitoring by the responsible entities.		Х
303-3	Water withdrawal	SR - Page 105 AR - Page 191	7,8	Χ
BIODIVERSITY				
304-1	Operational sites owned, leased or managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	The Bank's operations have no significant direct impact on biodiversity, in protected or restored habitats, which justifies the non-relevance of this indicator.	8	
304-2	Significant impacts of activities, products and services on biodiversity	The Bank's operations have no significant direct impact on biodiversity, in protected or restored habitats, which justifies the non-relevance of this indicator.	8	
304-3	Habitats protected or restored	The Bank's operations have no significant direct impact on biodiversity, in protected or restored habitats, which justifies the non-relevance of this indicator.	8	
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305-2	Energy indirect (Scope 2) GHG emissions	SR - Page 11; 101 AR - Page 188	7, 8	Χ
305-3	Other indirect (Scope 3) GHG emissions	SR - Page 11; 101 AR - Page 188	7, 8	Х
305-4	GHG emissions intensity	SR - Page 101 AR - Page 188	8	Х
305-5	Reduction of GHG emissions	SR - Page 100-102 AR - Page 189	8, 9	Χ

WASTE				
306-1	Waste generation and significant waste- related impacts	The production of waste at BCP is mostly associated with office waste (paper, cardboard and plastic). The Group is concerned with reducing its environmental impact, which includes reducing waste production in all geographies where it operates. This concern is materialized in the development of operational efficiency initiatives, reported throughout the Reports.		Х
306-2	Management of significant waste-related impacts	The Bank invests in recycling waste; in the progressive elimination of non-reusable products, as was the example of replacing coffee cups and the respective plastic spoons with ceramic cups and metal spoons in all Central Services cups; and raising employee awareness to minimize waste production at the Bank.		Х
306-3	Waste generated	SR - Page 9; 106 AR - Page 13	8	Х

A01-1   New employees hired and employee turnover   New employees hired and employee turnover   Turnover 2020   Men   Women	CATECORY	CIAL				
103-1; 103-2;   Management approach   SR - Page 13; 165-167	CATEGORY: SO	CIAL				_
AR - Page 13; 165-167  SR - Page 9; 48-49 AR - Page 13; 169-170  Recruitment 2020 Men Women  430 47 59 130-50[ 16 9 2-50 0 1 16 36 69  Women  401-1 New employees hired and employee turnover  Turnover 2020 Men Women  430 19 19 19 19 19-50[ 38 29 2-50[ 163 54 Total 220 102  Data for Portugal  SR - Page 83-88 AR - Page 168-169  AR - Page 13; 169-170  Men Women  430 19 19 19 19 29-50[ 38 29 2-50[ 163 54 Total 220 102  Data for Portugal  SR - Page 83-88 AR - Page 168-169  Millennium bcp has published a regulation that establishes the general principles related to the prevention of occupational risks, the protection of the Safety, hygiene and physical and mental health of the Employees, repardless of the type of contractual relationship, of the Facilities and workplaces where exercise their activity, and to information, consultation, participation and training in this area, without prejudice to the legal rules applicable in this field. These rules are available for consultation on the Bank's internal portal.  The Occupational Health and Safety Management System was implemented in response to specific legislation in this area (Liku No. 102/2009 of 10 September 9	EMPLOYMENT	- MATERIAL ISSUE				
AR - Page 13; 169-170    Recruitment 2020   Men   Women	, ,	Management approach	AR - Page 13; 165-167	38-40; 83-88		
A01-1   New employees hired and employee turnover   New employees hired and employee turnover   Turnover 2020   Men   Women					0	
New employees hired and employee turnover   New employees hired and employee   Total   63   69			Recruitment 2020	Men	Women	Total
New employees hired and employee turnover    Total				47		106
A01-1 New employees hired and employee turnover  Total 63 69  Turnover 2020 Men Women  *30 19 19 19  [30-50[ 38 29  *>50 163 54  Total 220 102  Data for Portugal  SR - Page 83-88  AR - Page 168-169  AR - Page 168-169  The benefits identified in the Reports are granted to the gart-time employees (full or part time) but are not extended to interns or outsourcers.  **OCCUPATIONAL HEALTH AND SAFETY**  Millennium bcp has published a regulation that establishes the general principles related to the provention of occupational fisks, the protection of the safety, hygiene and physical and mental health of the Employees, regardless of the type of contractual relationship, of the facilities and workplaces where exercise their activity, and to information, consultation, participation and training in this garea, without prejudice to the legal rules applicable in this field. These rules are available for consultation on the Bank's internal portal.  **X**  **The Occupational Health and Safety Management System**  **The Occupational Health and Safety Managemen					-	25
Ad1-1 New employees hired and employee turnover  Turnover 2020 Men Women <a href="#page-2030"></a>				-	•	1
Turnover 2020 Men Women    Society	401-1		Fotal	63	69	<b>132</b> X
SR - Page 168-169   The benefits identified in the Reports are granted to the Bank's employees (full or part time) but are not extended to interns or outsourcers.		turnover				
Sample   S			Turnover 2020	Men	Women	Total
Data for Portugal  SR - Page 83-88 AR - Page 168-169  The benefits identified in the Reports are granted to the Bank's employees (full or part time) but are not extended to interns or outsourcers.  OCCUPATIONAL HEALTH AND SAFETY  Millennium bcp has published a regulation that establishes the general principles related to the prevention of occupational risks, the protection of the safety, hygiene and physical and mental health of the Employees, regardless of the type of contractual relationship, of the facilities and workplaces where exercise their activity, and to information, consultation, participation and training in this area, without prejudice to the legal rules applicable in this field. These rules are available for consultation on the Bank's internal portal.  The Occupational Health and Safety Management System was implemented in response to specific legislation in this area (Law No. 102/2009 of 10 September, amended by Law 3/2014 of 28 January, with the updates introduced by DL No. 88 / 2015 of May 28, by Law No. 146/2015 of September 9						38
Data for Portugal  SR - Page 83-88 AR - Page 168-169  The benefits identified in the Reports are granted to the Bank's employees (full or part time) but are not extended to interns or outsourcers.  OCCUPATIONAL HEALTH AND SAFETY  Millennium bcp has published a regulation that establishes the general principles related to the prevention of occupational risks, the protection of the safety, hygiene and physical and mental health of the Employees, regardless of the type of contractual relationship, of the facilities and workplaces where exercise their activity, and to information, consultation, participation and training in this area, without prejudice to the legal rules applicable in this field. These rules are available for consultation on the Bank's internal portal.  The Occupational Health and Safety Management System was implemented in response to specific legislation in this area (Law No. 102/2009 of 10 September, amended by Law 3/2014 of 28 January, with the updates introduced by DL No. 88 / 2015 of May 28, by Law No. 146/2015 of September 9						67
Benefits provided to full-time employees that are not provided to temporary or part-time employees  CCCUPATIONAL HEALTH AND SAFETY  Millennium bcp has published a regulation that establishes the general principles related to the prevention of occupa- tional risks, the protection of the safety, hygiene and physical and mental health of the Employees, regardless of the type of contractual relationship, of the facilities and workplaces where exercise their activity, and to information, consulta- tion, participation and training in this area, without prejudice to the legal rules applicable in this field. These rules are avail- able for consultation on the Bank's internal portal.  The Occupational Health and Safety Management System was implemented in response to specific legislation in this area (Law No. 102/2009 of 10 September, amended by Law 3/2014 of 28 January, with the updates introduced by DL No. 88 / 2015 of May 28, by Law No. 146/2015 of September 9						217
Benefits provided to full-time employees that are not provided to temporary or part-time employees that are not provided to temporary or part-time employees that are not provided to temporary or part-time employees (full or part time) but are not extended to interns or outsourcers.  OCCUPATIONAL HEALTH AND SAFETY  Millennium bcp has published a regulation that establishes the general principles related to the prevention of occupational risks, the protection of the safety, hygiene and physical and mental health of the Employees, regardless of the type of contractual relationship, of the facilities and workplaces where exercise their activity, and to information, consultation, participation and training in this area, without prejudice to the legal rules applicable in this field. These rules are available for consultation on the Bank's internal portal.  The Occupational Health and Safety Management System was implemented in response to specific legislation in this area (Law No. 102/2009 of 10 September, amended by Law 3/2014 of 28 January, with the updates introduced by DL No. 88 / 2015 of May 28, by Law No. 146/2015 of September 9			Total	220	102	322
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A01-2 that are not provided to temporary or part-time employees  The benefits identified in the Reports are granted to the Bank's employees (full or part time) but are not extended to interns or outsourcers.  OCCUPATIONAL HEALTH AND SAFETY  Millennium bcp has published a regulation that establishes the general principles related to the prevention of occupational risks, the protection of the safety, hygiene and physical and mental health of the Employees, regardless of the type of contractual relationship, of the facilities and workplaces where exercise their activity, and to information, consultation, participation and training in this area, without prejudice to the legal rules applicable in this field. These rules are available for consultation on the Bank's internal portal.  The Occupational Health and Safety Management System was implemented in response to specific legislation in this area (Law No. 102/2009 of 10 September, amended by Law 3/2014 of 28 January, with the updates introduced by DL No. 88 / 2015 of May 28, by Law No. 146/2015 of September 9						6
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403-1  Occupational health and safety management system  occupational health management system  occupational health and safety  occupational health and safety  safety  tion, participation and training in this area, without prejudice to the legal rules applicable in this field. These rules are available for consultation on the Bank's internal portal.  The Occupational Health and Safety Management System was implemented in response to specific legislation in this area (Law No. 102/2009 of 10 September, amended by Law 3/2014 of 28 January, with the updates introduced by DL No. 88 / 2015 of May 28, by Law No. 146/2015 of September 9						
403-1 Occupational health and safety management system  to the legal rules applicable in this field. These rules are available for consultation on the Bank's internal portal.  X The Occupational Health and Safety Management System was implemented in response to specific legislation in this area (Law No. 102/2009 of 10 September, amended by Law 3/2014 of 28 January, with the updates introduced by DL No. 88 / 2015 of May 28, by Law No. 146/2015 of September 9						
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area (Law No. 102/2009 of 10 September, amended by Law 3/2014 of 28 January, with the updates introduced by DL No. 88 / 2015 of May 28, by Law No. 146/2015 of September 9						
3/2014 of 28 January, with the updates introduced by DL No. 88 / 2015 of May 28, by Law No. 146/2015 of September 9						
88 / 2015 of May 28, by Law No. 146/2015 of September 9						
and by Law No. 28/2016 of August 23) but its scope, namely						
in the area of health, goes beyond the legally determined lim-						

403-2	Hazard identification, risk assessment and incident investigation	In order to ensure adequate surveillance of Employees' health, Millennium bcp conducts admission tests, periodic examinations differentiated according to gender and age group - up to 50 years old, the frequency is every two years, being annual after that age - occasional and complementary, as well as activities to promote health at work, keeping clinical records and other information related to the health of each employee organized. Following the check-up, a consultation is made with the Health Doctor at work, where all the information on the Employee's health status is provided and the necessary recommendations are made.  In the field of security, risk assessment audits are carried out, the reports of which are forwarded to the Purchasing and Means Department, which, after their analysis, issues recommendations to the Areas whose intervention is justified with a view to resolving the recommendations made.  All Employees are alerted to the importance of ensuring their safety and health, as well as the safety and health of people	X
		who may be affected by their actions or omissions at work, as well as the need to report immediately to the employer any work situation that presents a serious and immediate danger to safety or health, and any defect registered in the protection systems.	
		The current Regulation determines that Employees in the event of serious, immediate and unavoidable danger, have the right to leave their workplace or a dangerous area, and cannot be harmed by this fact.	
		There is a team of medical doctors at work and nurses available every day at the Bank's premises in Taguspark and a doctor and a nurse at the Bank's facilities in Porto. The coordination of this team is ensured by the doctor who performs the duties of Clinical Responsible, and who reports to the Human Resources Department.	
		The topics of occupational health and well-being are considered at every moment, bearing in mind the importance of providing a set of services that contribute to a better balance between professional and personal life. In this domain, the following services are available:	
		Curative Medicine Services - the medical and nursing acts covered by these services are available free of charge to all Employees. Analysis collection services are also available.	
403-3	Occupational health services	<b>Nutrition and Psychology Consultations</b> - consultations implemented for the importance they can play in the health and well-being of Employees, as a personalized diet plan is prescribed through strategies adapted to the lifestyle of each one, allowing for change and adaptation. acquisition of healthy habits gradually.	Х
		Campaigns for Health Promotion and Healthy Living Habits - in this context, a series of actions are carried out with the objective of informing and sensitizing Employees to the importance of adopting, in their day-to-day, healthy living habits.	
		Provision of a Physiotherapy Center at Taguspark facilities, in agreement with SAMS and Médis.	
		Social Benefits and Support - through the definition of a policy of social benefits and support, detailed in the internal Human Resources Portal, the Bank has sought to encourage support for work-family reconciliation, support for education and incentive to mobility.	
403-4	Worker participation, consultation and communication on occupational health and safety	The performance of internal satisfaction surveys with the various services and the possibility of making comments, allows the periodical monitoring the Employees' opinion on the quality of the services provided.	Х

403-5	Worker training on occupational health and safety	Within the scope of the training provided in these matters, topics such as automatic defibrillation, training of security delegates, emergency response teams, self-protection measures, contingency plan (related to the measures regarding the COVID-19 pandemic were addressed), practical guide to return safely and confidently.		X
403-6	Promotion of worker health	Employees are invited to check-ups in accordance with the rules established and already stated. Following the check-up, they are subsequently summoned to the health consultation at work. All other consultations, curative medicine, psychology, nutrition, as well as clinical analyses, are scheduled at the initiative of the Employee through contact with the Bank's medical services. Physiotherapy sections are scheduled through direct contact with the service provider. Clinical information is recorded in an autonomous application, with restricted access, in order to guarantee the confidentiality of all data.		X
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	No information available.		Х
403-9	Work-related injuries	SR - Page 9; 83-85 AR - Page 13; 169		Χ
403-10	Work-related ill health	Millennium bcp has preventive medicine units, however, there is no information on the number of employees with serious illnesses.		Χ
TRAINING AND	EDUCATION – MATERIAL ISSUE		·	-
103-1; 103-2; 103-3	Management approach	SR - Page 13-14; 26-27; 41-44 AR – Page 167		
404-1	Average hours of training per year per employee	SR - Page 41-44 AR - Page167	6	Χ
404-2	Programmes for upgrading employee skills and transition assistance programmes	SR - Page 41-44 AR – Page 167		
404-3	Percentage of employees receiving regu- lar performance and career development reviews	SR - Page46-47 AR - Page 168	6	
DIVERSITY AND	EQUAL OPPORTUNITY – MATERIAL ISSUE			
103-1; 103-2; 103-3	Management approach	SR - Page 13-14; 26-27; 38-40 AR - Page 13; 165-166		
		SR - Page 9; 38-40 AR - Page 13; 165-166	6	
405-1	Diversity of governance bodies and employees	Additionally, BCP identifies and reports its employees with disabilities. In 2020, in Portugal, the Bank had 65 hones and 75 women with disabilities.		Χ
		SR - Page 38 AR - Page 13; 165-166	6	
		Senior Management 0,9		
	Ratio of basic salary and remuneration of	Management 1,0		
405-2	women to men	Commercials 0,8 Technicians 0,9		Χ
		Other 0,9		
		Data for Portugal		



NON-DISCRIMINATION	ON			
406-1 Incidents of discrimination and corrective actions taken		In 2020, there were no reported cases of discrimination. The bank's Code of Conduct comprises anti-discriminatory behaviours and duties.	6	Х
FREEDOM OF ASSOC	CIATION AND COLLECTIVE BARGAINING			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SR - Page 9; 38 AR - Page 13	3	
CHILD LABOR				
408-1	Operations and suppliers at significant risk for incidents of child labour	SR - Page 38; 89 AR - Page 165	5	
HUMAN RIGHTS ASS	ESSMENT			
412-1	Operations submitted to Human Rights assessments	No Human Rights assessments were carried out in 2020.		
LOCAL COMMUNITII	ES – MATERIAL ISSUE			
103-1; 103-2; 103-3	Management approach	SR - Page 13-14; 26-27; 60-74 AR - Page 176-185		Х
413-1	Operations with local community en- gagement, impact assessments, and de- velopment programmes	SR - Page 11; 60-74 AR - Page 13; 176-185	1	Χ
FS13	Access points in low-populated or eco- nomically disadvantaged areas by type	SR - Page 5-6, 9; 27; 32 AR - Page 13		
FS14	Initiatives to improve access to financial services for disadvantaged people	SR - Page 5, 9; 27; 32 AR - Page 13		
PUBLIC POLICY				
415-1	Political contributions	No contributions are made to political parties.		
MARKETING AND LA	BELING – MATERIAL ISSUE			_
103-1; 103-2; 103-3	Management approach	SR - Page 13-14; 26-27; 48-57 AR - Page 171-172		
417-1	Requirements for product and service information and labelling	SR - Page 48-57 AR - Page 171-172		
SOCIOECONOMIC CO	OMPLIANCE			-
419-1	Non-compliance with laws and regulations in the social and economic area	SR - Page 48-57		Х

## SECTOR SUPPLEMENT

PRODUCTS PORTFOL	PRODUCTS PORTFOLIO – MATERIAL ISSUE			
103-1; 103-2; 103-3	Management approach	SR - Page 13-14; 26-27; 75-82		
FS6	Percentage of the portfolio for business lines, in total volume, by specific region and size	AR - Page 364-365		
FS7	Monetary value of products and services designed to deliver a specific social ben- efit for each business line	SR - Page 75-82 AR - Page 174-175		
FS8	Monetary value of products and services designed to deliver a specific environ- mental benefit for each business line	SR - Page 75-82 AR - Page 174-175		
AUDIT				
FS10	Percentage and number of companies held in the institution's portfolio with which the reporting organization has in- teracted on environmental or social is- sues	SR - Page 75-82 AR - Page 174-175		
FS11	Percentage of assets subject to environ- mental or social screening	SR - Page 77-81 AR - Page 174-175		