







**SUSTAINABILITY REPORT  
IMPRESA GROUP  
2023**



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## MESSAGE FROM THE CEO

Dear stakeholders,

The year 2023 was particularly challenging in economic and geopolitical terms, with consequences for the pursuit of the Sustainable Development Goals at a global level. In this context, in view of the many examples of the negative social impact of misinformation, there is a broad consensus on the crucial role that independent, impartial and rigorous information plays in the defence of democracy, freedom and human rights. In addition, the contribution of quality entertainment and fiction to the construction of cultural references and the well-being of society is widely recognised.

IMPRESA, aware of its mission as a leading media group and mindful of the trust placed in its brands, once again earned the preference of viewers, readers, users and listeners. Its employees are proud to be part of the Group, whose values and culture they share, finding in the organisation the right space and environment to innovate and evolve.

In 2023, with a view to creating sustainable value and maximising its positive impact, IMPRESA continued to analyse performance indicators and identify good practices and initiatives, focusing on the issues considered most relevant to the Group and to peers in the sector. This process is aimed at defining targets that are adjusted to its reality, aligned with the Sustainable Development Goals and presented in accordance with European sustainability reporting standards. The IMPRESA Group also saw its performance recognised, standing out as the No. 1 Group in the sector for Corporate Reputation and ESG Responsibility, according to an analysis by Merco, which publishes annual rankings of the 100 most reputable and responsible companies in Portugal.

The social pillar emphasises the strengthening of IMPRESA's relations with advertisers, suppliers and partners, as well as its commitment to improving conditions for its employees and attracting and retaining talent. Within the scope of their journalistic activity, SIC and Expresso scrupulously comply with principles such as editorial responsibility, ethics and pluralism, which are set out in their Editorial Statutes and Journalistic Codes of Conduct and are ensured by their respective Editorial Directions and Editorial Boards. Also in this pillar, due to their positive social impact, fact-checking and projects to continuously improve the accessibility of content, in favour of a more informed and less unequal society, are also priorities.



On the environmental front, IMPRESA actively promotes and adopts a series of measures, particularly in terms of improving the energy efficiency of its facilities, renewable energy production and purchasing policy, aimed at reducing the impact of its activities on the environment, with a focus on the sustainable use of resources, monitoring greenhouse gas emissions and gradually reducing its carbon footprint.

As part of the digital transition, IMPRESA continues to focus on monitoring information security risks, promoting training and the adoption of cybersecurity and data protection procedures.

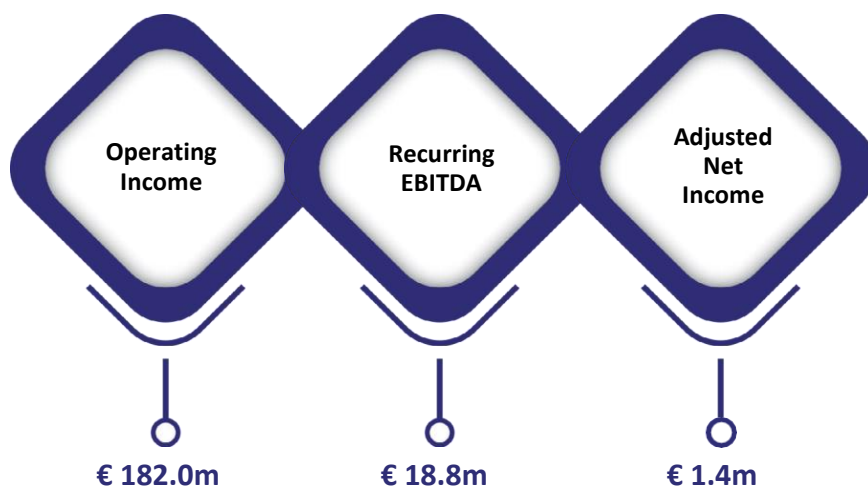
Concerning corporate governance, IMPRESA seeks to follow the best practices, guidelines and recommendations established in the law and in the Corporate Governance Code of the Portuguese Corporate Governance Institute (IPCG), particularly with respect to the Group's remuneration policy, which is primarily governed by principles of meritocracy, reasonableness, sustainability, consistency and utility, in order to stimulate the improvement of the IMPRESA Group's economic and financial conditions, ensuring that remuneration, namely variable remuneration, is an instrument for implementing long-term business strategy.

We should also highlight the important contribution made by media companies to public visibility and debate on sustainability, and to raising public awareness of issues with social and environmental impacts, examples of which, in the case of IMPRESA, are the various award-winning journalistic reports by SIC and Expresso, as well as projects such as the SER (Sustainable. Ecological. Responsible.) initiative, a thematic area of Expresso dedicated exclusively to sustainability, as well as the publicising of various social solidarity actions through SIC Esperança, the Private Social Solidarity Institution whose work cuts across the IMPRESA Group.

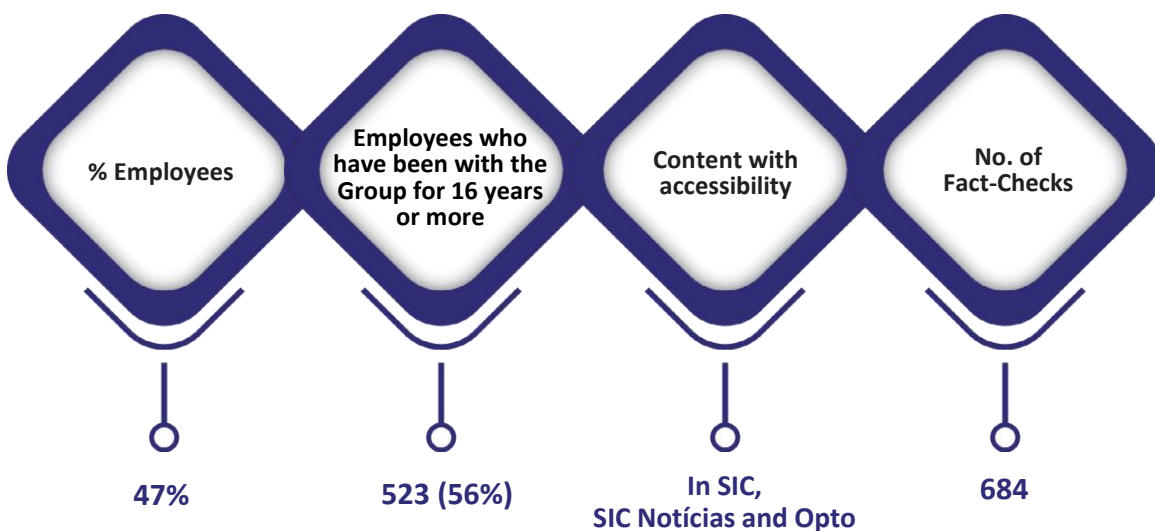
Francisco Pedro Presas Pinto de Balsemão

## IMPRESA IN 2023:

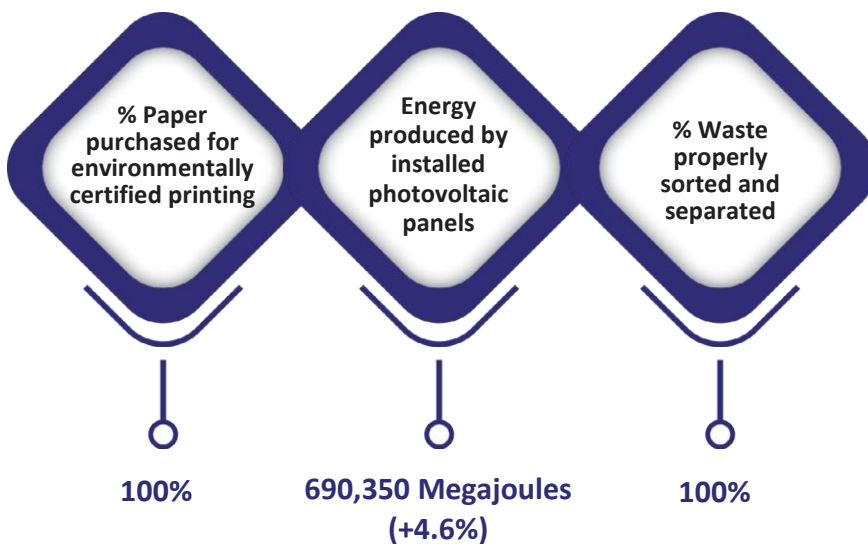
Financial Indicators



Social Indicators



Environmental Indicators





## 1. ABOUT THE REPORT

IMPRESA - Sociedade Gestora de Participações Sociais, S.A. (“IMPRESA”), a company that issues shares admitted to trading on a regulated market, with registered office at Rua Calvet de Magalhães, 242, in Paço de Arcos, publishes its annual Sustainability Report, in which it reports on the actions carried out during the year under review and the consolidated performance of the companies that make up the IMPRESA Group, referred to in Note 4 (“companies included in the consolidation”) of the Notes to the Consolidated Financial Statements as at 31 December 2023, in the various areas of sustainability. For the purposes of Articles 66-B and 508-G of the Commercial Companies Code, this Report corresponds to the IMPRESA Group’s consolidated non-financial statement for the financial year from 1 January to 31 December 2023, in line with the financial reporting period, in the form of a separate report.

The Report was prepared in accordance with the Global Reporting Initiative (GRI) Standards, under the option “based on the GRI Standards” 2021 (see GRI Content Summary), and in conjunction with the content of the “reporting model for the disclosure of non-financial information by companies that issue securities admitted to trading on a regulated market”, made available by the CMVM.

The information presented is complemented by the information available in the Annual Report of 2023 and the Corporate Governance Report.

The information reported in this Report has not been subject to external verification by an independent entity.

For any clarifications regarding the information presented:

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## 2. ABOUT IMPRESA

### 2.1. Values of IMPRESA



### 2.2. Mission of IMPRESA

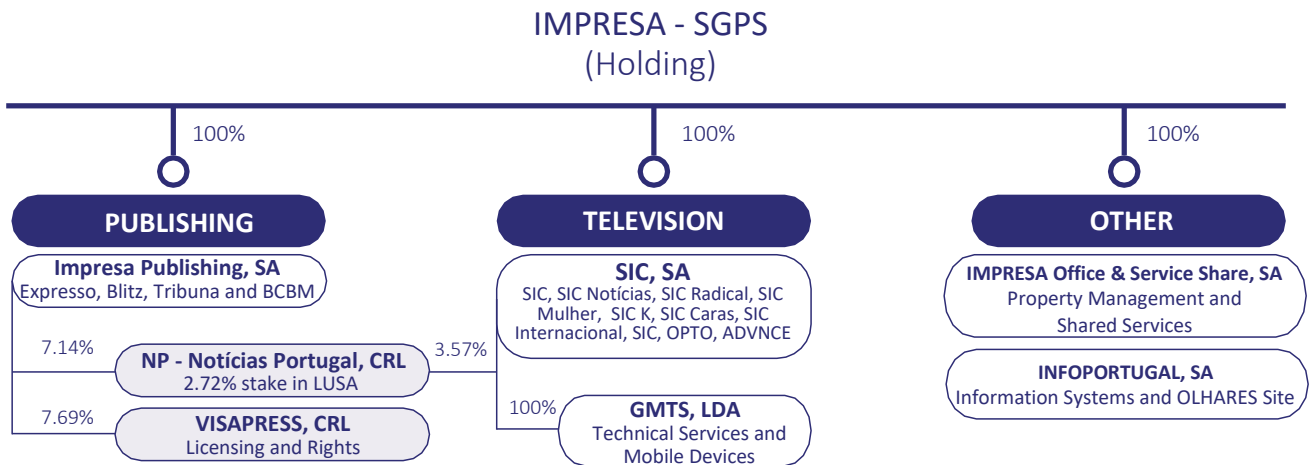
IMPRESA contributes daily to a free, enlightened and fulfilled society, seeking to entertain and inform people. The objective is to deepen and improve the relationship with those who see and read us, captivating and surprising, creating communities based on emotions and values that must be cultivated permanently. Together we work to build a better country and world and it is this mission that gives meaning to the daily lives of all employees of the IMPRESA Group.

### 2.3. IMPRESA Brands





## 2.4. Group Structure



IMPRESA – Sociedade Gestora de Participações Sociais, S.A., as a holding company, does not directly engage in any activity of an operational nature, but manages the equity holdings of the IMPRESA Group companies.

### Subsidiaries

The corporate purpose of **IMPRESA PUBLISHING, S.A.** is the publishing of journalistic publications, the publishing of other publications, the operation of graphic industries, the publishing, production, manufacture, import and sale of sound and video recordings, the commercialisation of advertising, either on its own initiative or through participation in other companies already incorporated or to be incorporated, the production, operation and distribution of shows of any nature, including activities related to shows, the representation and placement of artists and the production of festivals and events for companies and institutions. IMPRESA PUBLISHING is responsible for the publications **Expresso, Blitz, Tribuna and Boa Cama Boa Mesa**.

The corporate purpose of **SIC – Sociedade Independente de Comunicação, S.A.** is to pursue business activity in the area of television, multimedia, audiovisual and cinematographic production, as well as any other communication activity, namely the Internet, videos in any medium and publications of any kind.

SIC began its activity in 1992, becoming the first private television channel in Portugal. It is currently the holder of the operating license for the television Network 3, corresponding to the **SIC** programme service, as well as authorisations to explore the **SIC Internacional, SIC Notícias, SIC Radical, SIC Mulher, SIC K, SIC Caras and TXILLO** (which together form the “SIC Universe”) programme services.

## International Presence

In total, SIC channels reach 12 countries, through 44 operators. SIC Internacional is the SIC channel with the broadest presence in other markets, being present in 11 countries through 40 operators.

Also included in this segment is **Global Media Technology Solutions – Technical Services and Multimedia Production, Sociedade Unipersonal, Lda. (“GMTS”)**, a company incorporated in 2001, wholly owned by SIC, whose core business is the provision of technical services within the scope of any media, audiovisual and film production activity, digital television, transmission of radio and television signals, whether by terrestrial means (Hertzian), cable or satellite, internet, UMTS or any other “multimedia” activity.

**Impresa Office & Service Share — Real Estate and Service Management, S.A. (“IOSS”)** is the subsidiary of the IMPRESA Group responsible for providing shared services to the other participated companies, including accounting, financial, logistical, human resources and, among others, technical services within the scope of any social and audiovisual communication activity, including television, to the different entities of the IMPRESA Group.

**INFOPORTUGAL — Information and Content Systems, S.A. (“INFOPORTUGAL”)** operates in the area of geographic information systems, providing digital mapping services through content production, namely aerial photography, cartography and georeferenced content.

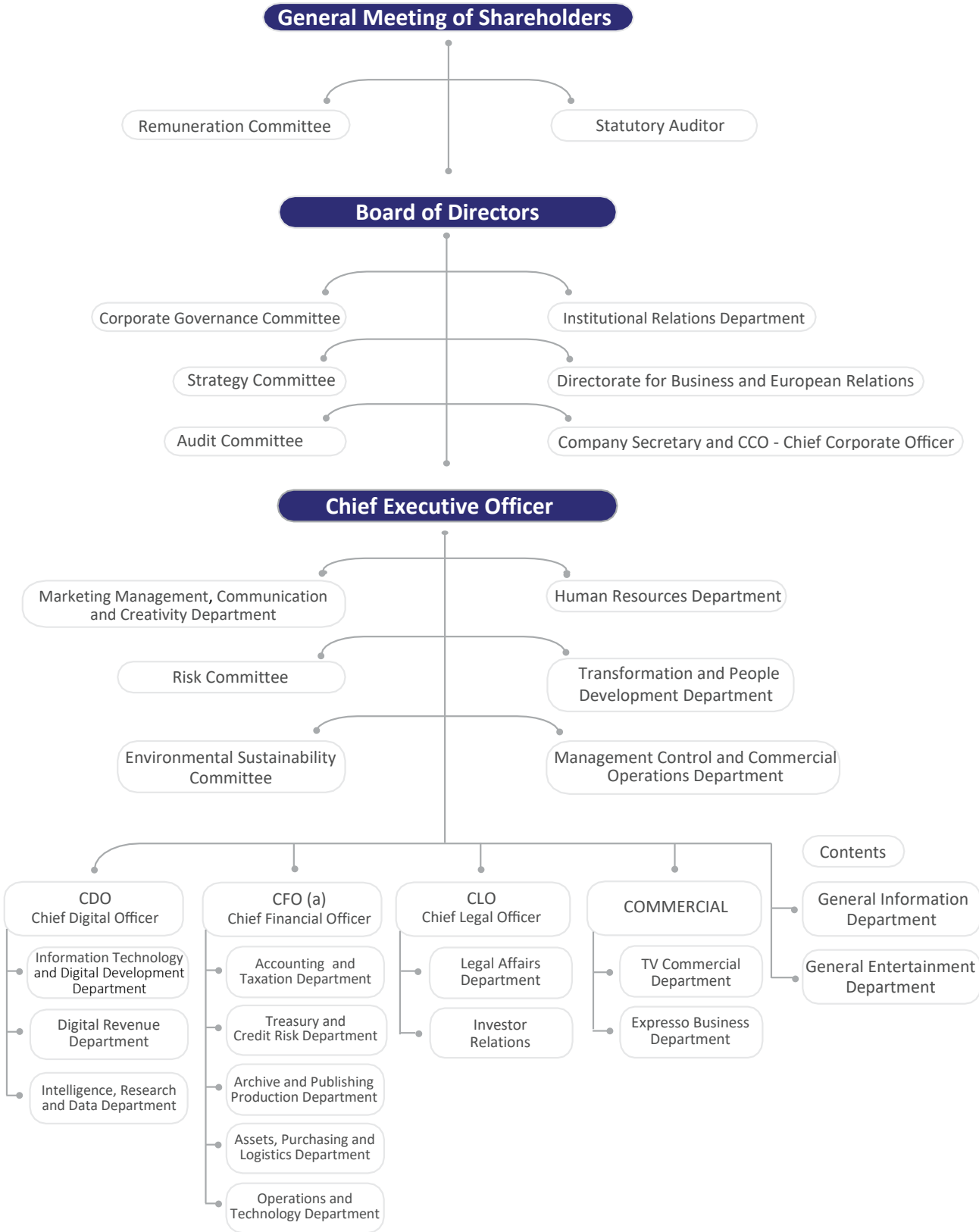
## 2.5. Governance Model

The corporate governance model adopted is the one referred to in Article 278(1)(b) of the Commercial Companies Code, consisting of a Board of Directors, including an Audit Committee and a Statutory Auditor.

The General Meeting is responsible for appointing the members of the management and supervisory bodies at the beginning of each term of office.



# IMPRESA GROUP OPERATIONAL CHART

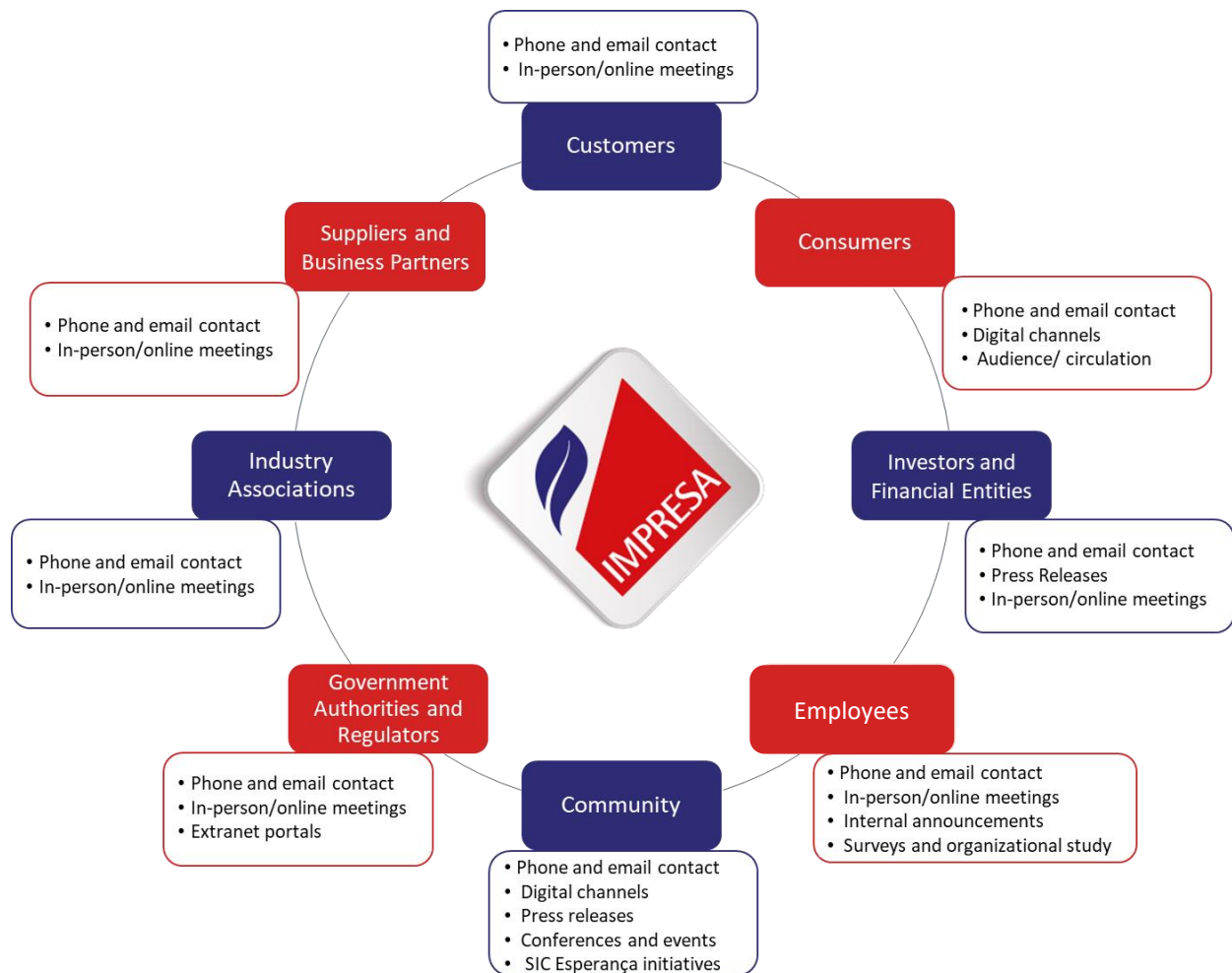


(a) accumulates with the duties of Market Relations Representative

The duties of the **Board of Directors**, as well as of the Committees created within this body (**Audit Committee, Corporate Governance Committee and Strategy Committee**) and other details on Corporate Governance are described in the Corporate Governance Report of IMPRESA and in the Regulations of the respective Commissions/Committees.

## 2.6. IMPRESA Stakeholders and Materiality Analysis

The diagram presented below presents the main groups of stakeholders, as well as the most recurrent means of interaction and feedback collection. These complement the transversal permanent communication channels that constitute the media owned by the Group, as well as IMPRESA's institutional website ([www.impresa.pt](http://www.impresa.pt)) and the websites of the various brands.



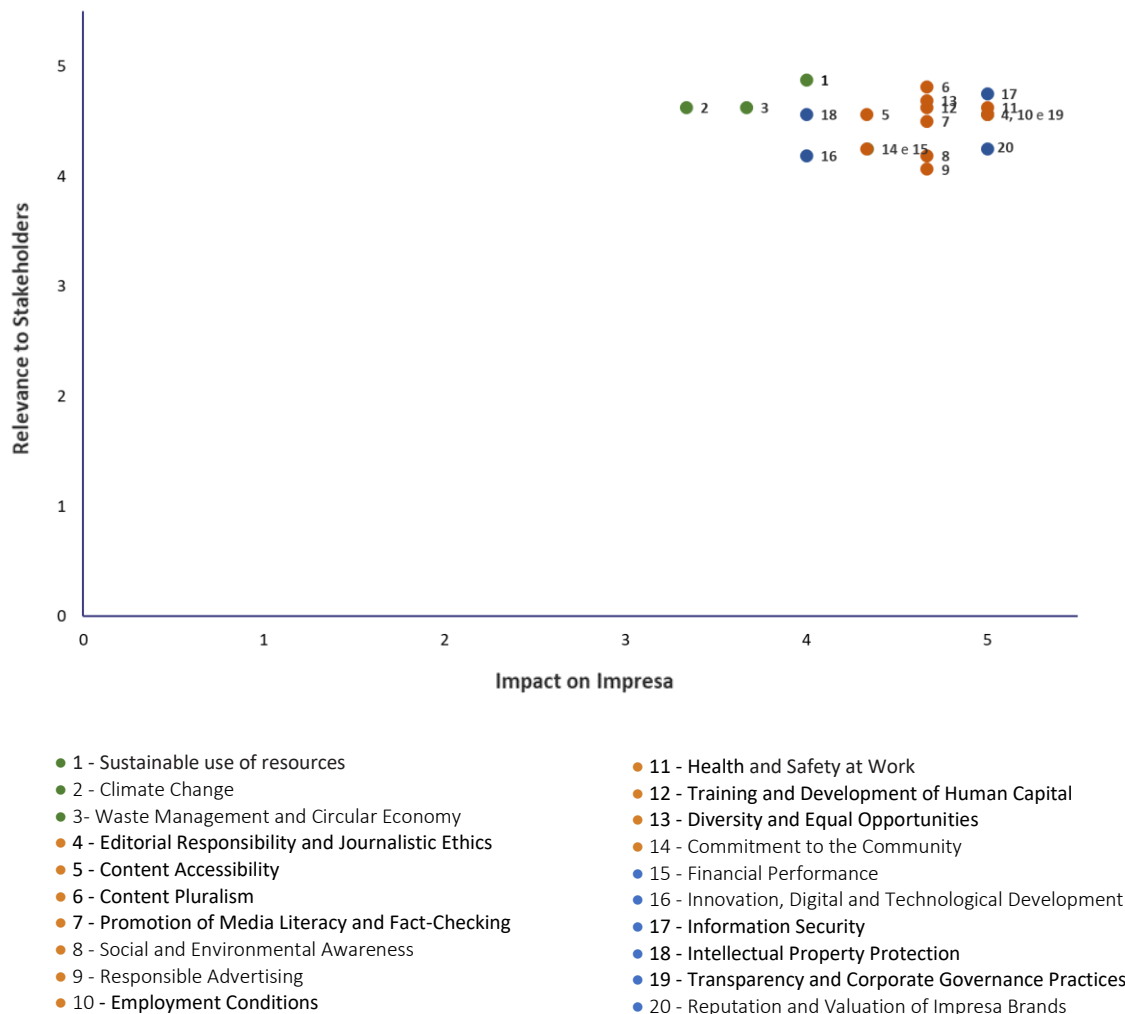
The frequency of interaction varies according to the stakeholder and the needs of each moment, and may be daily, as part of the normal dynamics of the activity of the various companies; periodic, as in the case of annual and half-yearly reports on the Group's results; or occasional, in the case of specific communications, actions or contacts.



The involvement of IMPRESA's stakeholders is a fundamental element in the Group's creation of value, constituting the central axis of articulation between the Values and Mission, described in chapters 2.1 and 2.2, and the cornerstone of the trust and quality of its brands.

For this reason, in 2022, a materiality analysis of the relevant topics was carried out, identified based on media sector references, international reporting standards systems - Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) - and in order to guarantee alignment with the UN Sustainable Development Goals. The process of identification of the material topics and subsequent consultation was accompanied and approved by the Executive Committees of the operating subsidiaries and the Chief Executive Officer of IMPRESA. Given its systemic and changing nature, the list of material topics, the positioning of stakeholders and the identification, consultation and analysis process itself may be revisited in future exercises.

The materiality analysis is a reflection of the commitment to the expectations of the various stakeholders, having included a consultation with internal and external stakeholders in order to prioritise material topics, which resulted in the following matrix:



## 2.7. Risk Management and Reporting Irregularities

### Main Risk Areas

Economic and operating risks (business and facilities): Risks primarily related to situations that could affect the day-to-day operation of the companies, namely: (i) changes in the macroeconomic context, such as inflation and rising interest rates, increases in energy and paper costs, (ii) fires or other external events with a potential impact on the facilities where the Group companies carry out their activities, interruptions in newspaper production, television broadcasting cuts, computer system failures or breaches of information security and cybersecurity.

Financial risks (credit, liquidity, exchange rate and interest rate risk):

- i. Credit risk is essentially related to the accounts receivable arising from advertising sales;
- ii. The liquidity risk that may arise from sources not meeting funding needs - for example, cash outflows for operating and financing activities, investments, shareholder remuneration and debt repayments;
- iii. Exchange rate risk is essentially related to the acquisition of television programmes;
- iv. Interest rate risk is essentially related to the interest paid on loans with variable interest rates, and therefore exposed to changes in market interest rates, which is relevant due to changes in the macroeconomic context.

Legal Risks: Risks related to compliance with the legislation in force, in particular the legislation applicable to the media sector.

### Risk Management Mechanisms

IMPRESA's Risk Management Policy, approved by the Board of Directors, proposes the pursuit of assertive Risk Management that is appropriate to its corporate profile, aimed at safeguarding the Group's interests and meeting the legitimate expectations of its stakeholders.



The Group endorses a Risk Management System focused on handling the risks that could affect the performance of its activity, by fostering, in an evolutionary approach, the identification, assessment and multidisciplinary management of risks, in light of IMPRESA's strategy and values.

At the level of the operating subsidiaries, plans relative to external situations which may affect current company operation, namely fires, production stoppages, broadcasting failure, IT system failures, etc., have been established and implemented, with the objective of safeguarding people and goods, and ensuring, as far as possible, the continuity of production not only of newspapers and magazines but also of television activities and digital contents.

More detailed information on Risk Management is available in the Corporate Governance Report.

## Reporting of Irregularities

The Audit Committee created and approved an internal system for the communication of irregularities in 2007, aimed at preventing and eliminating irregular practices, thereby avoiding damages caused by their continuation.

In 2023, the Board of Directors approved a new version of the Regulations on Procedures to be Adopted for Reporting Irregularities, published on the IMPRESA website, which governs the system for reporting irregularities and the operation of channels for whistleblowing in the companies of the IMPRESA Group. These channels are intended for the secure submission and follow-up of complaints and guarantee the completeness, integrity and preservation of complaints, the confidentiality of the identity or anonymity of the whistleblowers, and the confidentiality of the identity of any third parties mentioned in the complaints. It also prevents unauthorised persons from accessing the reports submitted.

The Audit Committee is responsible for receiving and processing reports of suspected irregularities occurring in IMPRESA Group companies, ensuring independence, impartiality, confidentiality, anonymity of whistleblowers where necessary, data protection, confidentiality and absence of conflicts of interest in the performance of these duties.

Over the course of 2023, there were no communications under these Regulations.

## 2.8. Implemented Regulations and Policies

Within the scope of the various activities carried out, a series of regulations and policies are in force that define the adoption of the best governance practices and the procedures for the smooth functioning of the companies that constitute the Group, with emphasis on:

- Code of Conduct
- Plan for the Prevention of Risks of Corruption and Related Offences
- Training Plan
- Plan for Equality
- Regulations on Procedures to be Adopted for Reporting Irregularities
- Policy for the Evaluation and Control of Transactions with Related Parties
- Risk Management Policy
- Environmental Sustainability Policy
- Suppliers and Purchasing Policy
- Insurance Policy and Procedures
- Information Security Policy
- Personal Data Protection Policy
- Archive Policy

## 2.9. Legal Compliance

### Reporting to the Media Regulatory Entity

Information regarding the ownership, management and means of financing of the companies in the IMPRESA Group that perform media activities (SIC – Sociedade Independente de Comunicação, S.A. and Impresa Publishing, S.A.) is communicated to the ERC every year.

Within the scope of the ERC's activity, SIC and Impresa Publishing registered 54 new proceedings initiated during 2023 regarding their activity. During 2023, SIC was notified of only one condemnation decision by the ERC.

### Television Act

With regard to the Broadcasting of Audiovisual Works, in compliance with the Television Act (Articles 44 to 46), SIC's performance in 2023 was as follows:

- Programmes Originally in Portuguese and Creative Works Originally in Portuguese:



	Hours broadcast in 2023
<b>Programmes Originally in Portuguese</b>	6,389
<b>Creative Works Originally in Portuguese</b>	4,532

- Recent European Production and European Independent Creative Production in Portuguese:

	Hours broadcast in 2023
<b>European Production</b>	4,445
<b>Recent European Independent Creative Production in Portuguese</b>	3,233

## Programming Diversity

- Cultural Programming and Ethnic Minorities:

In 2023, more than 125 hours of cultural programming were broadcast, with content on cultural dissemination, wildlife and documentaries.

SIC broadcast over 26 hours of programmes dedicated to ethnic minorities.

- Fictional Works of Literary or Bibliographic Adaptation:

In 2023, SIC broadcast a total of 48 hours of fictional works of literary or bibliographic adaptation, with the series “Lúcia, A Guardiã do Segredo”, “O Pai Tirano”, “Uma Aventura”, “O Crime do Padre Amaro” and “A Hora da Liberdade”.

	Hours broadcast in 2023
<b>Cultural Programming</b>	125
<b>Ethnic Minorities</b>	26
<b>Fictional Works of Literary or Bibliographic Adaptation</b>	48

For information related to Accessibilities, see chapter 3.3. Accessibilities.

## Protecting Sensitive Audiences

SIC maintains its concern and commitment to the socially responsible exercise of television activity, complying with the limits imposed by television law regarding the classification of programmes, with special attention to sensitive audiences. In this sense, it also complies with the stipulations that were agreed in the self-regulation agreements with the main national television operators, regarding the classification of programmes, commercial communication and the identification of the functionalities available for audiences with special needs, with the aim of providing clarification for the general public, promoting greater social inclusion and the defence and protection of the most sensitive audiences.

### 2.10. Institutional Relations

IMPRESA maintained normal relations with the various regulatory and self-regulatory bodies, taking part in the debates on the topics of greatest interest and impact on the sector. At the same time, it monitored domestic and/or European Union legislative production, as well as government initiatives related to the media market.

To this end, the Group maintained its presence in the governing bodies of the bodies mentioned below, having confirmed its position in the API and Visapress elections:

- AEM – Associação de Empresas Emitentes de Valores Cotados em Mercados [Association of Companies Issuing Securities Listed on Markets] (Chairman of the General Council)
- AIP/CE – Associação Industrial Portuguesa/Confederação Empresarial Portuguesa [Industrial Association/Corporate Confederation] (Deputy Chairman of the Board of Directors)
- AMD – Associação de Marketing Direto [Direct Marketing Association] (Board of Directors)
- APCT – Associação Portuguesa para o Controlo de Tiragem e Circulação [Portuguese Edition and Circulation Control Association] (Deputy Chairman of the Board of Directors)
- APDC – Associação Portuguesa para o Desenvolvimento das Comunicações [Portuguese Association for the Development of Communications] (Board of Directors)
- APDSI – Associação para a Promoção e Desenvolvimento da Sociedade de Informação [Association for the Promotion and Development of the Information Society] (General Council)
- API – Associação Portuguesa de Imprensa [Portuguese Press Association] (Chairman of the General Meeting)
- CAEM - Media Analysis and Studies Committee
- ERC – Entidade Reguladora para a Comunicação Social [Social Communication Regulatory Entity] (Advisory Board)
- Fórum para a Competitividade [Competitiveness Forum] (Advisory Board)
- GEDIPE – Associação para a Gestão Coletiva de Direitos de Autor e de Produtores Cinematográficos e Audiovisuais [Association for the Collective Management of Copyrights and Cinematographic and Audiovisual Producers] (Chairman of the



- General Meeting)
- ARP – Auto Regulação Publicitária [Advertising Self-Regulation] (Chairman of the General Meeting)
- MAPINET – Movimento Cívico Anti Pirataria na Internet [Internet Anti-Piracy Civic Movement] (Board)
- NP – Notícias de Portugal [News from Portugal] (Chairman of the Board of Directors)
- OBERCOM — Observatório da Comunicação [Communication Observatory] (Board of Directors)
- PMP – Plataforma de Media Privados [Private Media Platform] (Chairman of the General Council)]
- VISAPRESS – Cooperativa de Gestão de Conteúdos [Contents Management Cooperative] (Chairman of the General Meeting)

## Activities of the different bodies of which IMPRESA is part:

### a. AMD — ASSOCIAÇÃO DE MARKETING DIRETO [DIRECT MARKETING ASSOCIATION]

#### Support for Associates

The Board of Directors has endeavoured to ensure that all Members are adequately informed about ongoing processes, as well as new legislation and decree-laws, including European directives and regulations. Circulars play a crucial role as a communication tool and are highly valued by Members.

### b. APCT – Associação Portuguesa para o Controlo de Tiragem e Circulação [Portuguese Edition and Circulation Control Association]

The year 2023 was marked by high production costs, especially for paper, a slump in advertising, increased distribution costs and a loss of reading habits. As a result of all of this, some titles ended up closing and others found it very difficult to pay their APCT fees and ended up leaving.

The APCT decided to commission GfK and Marktest to carry out a quantitative and qualitative study on the interest the press holds for advertising investment. Part of the work has already been evaluated and the full study will be presented to the public shortly.

### c. ARP – Auto Regulação Publicitária [Advertising Self-Regulation]

The ARP Business Plan for 2023 was based on eight strategic principles: Influence marketing, Commercial communication in the financial sector, Responsible marketing in the environmental sector, Commercial communication for food and drink aimed at children, Commercial communication for alcoholic drinks, Representativeness, Service provision and International planning. SIC continued to chair the Board of the General Meeting.



### Main actions developed:

- Completion of the analysis of publications as part of the influencer marketing monitoring project and preparation of the final report;
- Revision and updating of the Influence Marketing Guide “3 I's Guide - Influencing the Influencers who are influenced”;
- Presentation of solutions identified by ARP to ensure compliance with the applicable law when developing influencer marketing monitoring projects, in a webinar dedicated to the GDPR, organised by EASA - European Advertising Standards Alliance;
- Collaboration with EASA - European Advertising Standards Alliance, as part of the DiscloseMe tool developed by the latter, to help content creators obtain information on the current transparency rules applicable to the identification of advertising content throughout Europe, in order to guarantee their ethical and legal compliance;
- ARP's contribution to the drafting of the proposal to amend Law 78/2021, which approved the system for preventing and combating unauthorised financial activity, and participation, together with Google, APAP, APAN and API, in the meeting in Parliament with one of the MPs who was directly involved in drafting the Law;
- Meeting with the new Head of the Advertising Division of the Directorate-General for Consumer Affairs (DGC) and discussion of issues related to Law 78/2021 (the law on combating unauthorised financial activity and consumer protection), environmental claims and dark patterns;
- Participation in the taskforce dedicated to environmental claims, coordinated by EASA - *European Advertising Standards Alliance* and the European Commission's Directorate-General for Justice and Consumers, with a view to identifying and discussing appropriate and inappropriate advertising communications that use environmental claims, while also helping to strengthen the recognition of advertising self-regulatory organisations as competent bodies for analysing advertising containing environmental claims;
- Review and amendment of the Proposal for a Co-operation Agreement to be signed with APAJO - Associação Portuguesa de Apostas e Jogos Online [Portuguese Association of Online Betting and Gaming] and its submission for analysis by the latter's Executive Committee;
- Amendment to the Code of Self-Regulation of Commercial Communication on Alcoholic Beverages - Wines and Spirits, with specific rules on the communication of educational messages also applying to the Internet medium. The regular analysis of commercial communication for wines and spirits was also extended to the Internet;
- Provision of Services: there was a decrease in litigation of around 17%. On the other hand, preventive activity saw an increase of 29% compared to the same period last year, with a total of 500 pieces of advertising analysed.



d. *CAEM - Comissão de Análise e Estudos de Meios [Media Analysis and Studies Committee]*

Television Technical Advisory Committee:

In 2023, four meetings of the Television Technical Advisory Committee (CTC TV) were held, at which the following topics were discussed:

- General management of the television audimetry panel.
- Approach to reviewing the Social Strata.
- Analysis of the solutions proposed by GfK for the variable “Access to Pay-TV”.
- Presentation of the technical opinion of NOVA IMS University on the representativeness of the variable “Access to Pay-TV”.
- Audit of the television audience measurement system.
- Presentation by GfK of data on Guest Viewing.
- Decision on the date of the update of the Universes of the audimetry panel.
- Technical evaluation of the five proposals in the TAM 2023 audit.

e. *MAPINET – Movimento Cívico Antipirataria na Internet [Internet Anti-Piracy Civic Movement]*

The year 2023 was a year of consolidation of change through the implementation of Law 82/2021 of 30 November and the replacement of MAPiNET's Secretary General. As a result, services were reorganised with a view to increasing the Movement's visibility in the defence of copyright and related rights and strengthening the prevention of and fight against infringements of protected content.

Removals: With regard to YouTube, 8,300 links were removed, while the other areas (Films, Series, Streaming, Books, Newspapers and Magazines, Video Games, Music and others) had around 196,619,600 (one hundred and ninety-six million, six hundred and nineteen thousand six hundred) works removed.

Blocks: In 2023, there was an increase in MAPiNET's proactivity with the blocking of 514 websites, spread across the different areas: 11 (from APEL - books), 39 (from Audiogest - music), 196 (from SporTV+BTV streaming (NOS)), 9 (from Visapress - Newspapers and Magazines), 73 (from FEVIP - Games), 100 (from GEDIPE - Films and Series), and 86 (which include all the areas in reference). To which can be added 10 Extensions relating to Books (1), Streaming (6) and Video Games (3), in addition to the service provided under PPDAC with 1,660 links relating to live events which are reflected in the number of streaming blockages.

f. *OberCom – Observatório da Comunicação [Communication Observatory]*

OberCom research projects and partnerships

- IBERIFIER - Iberian Media Research & Fact-checking

In December 2020 / January 2021, OberCom formalised its application for EU funding under the international project Iberifier - Iberian Digital Media Research and Fact-Checking Hub -, as part of a consortium of 23 institutions between Portugal and Spain, of which 12 are higher education institutions, 5 are fact-checking journalism projects and 6 are



multidisciplinary research units. In 2023, OberCom collaborated permanently with its Iberian partners to research a series of dimensions related to the different aspects of the media ecosystem in Spain and Portugal.

- Reuters Institute for the Study of Journalism - Digital News Report

Since 2015, OberCom has collaborated with the Oxford Reuters Institute and is the partner entity for the annual “Digital News” survey in Portugal funded by the Reuters Institute. Reuters Digital News Report 2023 is the twelfth annual report of the Reuters Institute for the Study of Journalism (RISJ) and the ninth report with information on Portugal. As a strategic partner, OberCom collaborated with the RISJ in the design of the questionnaire for Portugal as well as in the analysis and final interpretation of the data. Conducted by YouGov, ReutersDNR 2023 surveyed more than 90,000 Internet users in 46 countries.

- EUMEPLAT - European Media Platforms

Through its extensive network of researchers and its close relationship with ISCTE-IUL, OberCom collaborated with 11 other European universities in the EUMEPLAT - European Media Platforms project. This project, dedicated to the study of the major platforms of sociability and mediation, aims to understand the impact that these platforms have on the construction of European identity in the 21st century.

- MediaCoach

In 2023 OberCom researchers continued to participate in the research project “The European MediaCoach Initiative”, which was approved under the ERASMUS+ Key Action 3 European programme, which aims to train a large number of teachers and other professionals involved with children in order to promote media literacy and critical thinking among children.

In addition to these projects, in 2023 Obercom continued to collaborate with the Platform for Nonprofits, the European Journalism Observatory, the Ictcet-IUL Medi Lab, the Newsreel 2 project and to be part of the Network of Portuguese Research Centres/SOPCOM.

#### *g. PMP - Plataforma de Media Privados [Private Media Platform]*

During 2023, the PMP continued its action on behalf of the media sector and the private publishing groups that comprise it, having focused its activity along the following axes:

- Representation of the Platform's collective interests before sovereign bodies (Government and Parliament), regulatory bodies and society;
- Monitoring economic developments in the sector and the effects of the general context;
- Updating and promoting the Action Book for the Media, proposed by the PMP, to the sovereign bodies and society in general;



- Representing and monitoring the interests of the media at the European Commission, particularly in the field of digital advertising;
- Management of the Nónio Project (unified system for collecting and qualifying digital audiences);
- Response to national and European public consultations relevant to the sector;
- Active monitoring of the most relevant legislative developments for the media, in particular those relating to copyright.

In addition, the PMP also participated in conferences and working groups on topics of interest to the media and in fora related to innovation and the digital economy.

#### h. VISAPRESS - *Cooperativa de Gestão de Conteúdos [Contents Management Cooperative]*

In compliance with the Activity Plan, we highlight the following actions:

- As provided for in the 2023 articles of association, the funds for the second half of 2022 and the first half of 2023, stemming from licensing and equitable remuneration rights for private copying (AGECOP) for the use of content published in newspapers and magazines belonging to VISAPRESS co-operators and beneficiaries, were distributed.
- With regard to the entities that provide the clipping service in Portugal, an agreement was reached with the sector's association for the next 3 years, which includes a new pricing methodology.
- VISAPRESS participated in several international meetings on the topic of licensing access to written press content and combating piracy of this content. Portugal was the venue for the annual congress of the PDLN (Press Database and Licensing Network), the world body of VISAPRESS counterparts, with more than 30 countries taking part, as well as participating in the world congress of magazines organised by the FIPP (*Fédération Internationale de la Presse Périodique*) and co-organising the 1st meeting of Luso-Brazilian Cultural Dialogues at Casa da América Latina.
- With regard to European Directive 2019/790 of 17 April 2019, which grants a related right to press publishers and the possibility of collective management extended to regional press publishers, it was transposed by Decree-Law 47/2023 of 19 June. VISAPRESS has begun negotiations with Google to make licensing via the new related rights of press publishers a reality by 2024.

IMPRESA is also a member of the **European Publishers Council**, a European entity that brings together the main media companies actively involved in multimedia markets, including newspapers, magazines, books, online publishers, and radio and TV broadcasting. Within the scope of its association with the EPC, IMPRESA is also part of the “**EPC sustainability taskforce**”, specifically dedicated to sustainability issues in the market and value chain of media companies.



### 3. FOR A MORE COMPETITIVE, INDEPENDENT AND PLURALIST SECTOR

#### 3.1. Editorial Responsibility, Journalistic Ethics and Pluralism

Contribution to the Sustainable Development Goals (SDGs):



##### Expresso

Expresso's values are explained in the Editorial Statute, in the Code of Conduct for Expresso journalists, and in the annex regarding recommendations for Expresso journalists on Social Media. It is the responsibility of Expresso's management and its team of editors to ensure that these are complied with in the development of journalistic work. Monitoring compliance with these rules is also guaranteed by the Expresso's Editorial Board, which is elected by the members of the editorial staff and meets regularly with the editor of the newspaper.

The protection of privacy and limitations derive first and foremost from the Journalists' Code of Ethics, and each and every journalist working in the Expresso newsroom is obliged to hold a journalist's licence, awarded by the Professional Journalist Certification Commission.

Expresso has established mechanisms, in accordance with the Press Law, that guarantee the possibility of publishing rights of reply, which are always reviewed by the Expresso Editorial Board.

Evaluation and monitoring are guaranteed by the Expresso Board of Directors and assessed by the Editorial Board, a body elected by the members of the Expresso editorial staff, which meets regularly with the Director.

##### SIC

Like Expresso, SIC also has its own Editorial Statute and a Code of Conduct for SIC, SIC Notícias and SIC Online journalists, as well as an Editorial Direction and an Editorial Board, responsible for ensuring compliance with the established regulations and the parameters of accuracy and independence of news content.

The plurality of the editorial content of Expresso and SIC stems from the editorial lines themselves, explained in the respective Editorial Statutes and Codes of Conduct, and guaranteed by the Editorial Directions and Editorial Boards, in a practice that is ongoing and permanently reviewed and characterised by new issues, namely social, political or economic concerns that have become central to our society. Similarly, technological developments, namely the advent of Artificial Intelligence, have presented us with new questions and challenges, which we have responded to within the framework described above.

## Level of trust in IMPRESA brand information

The conclusions of the Digital News Report 2023, prepared by the Reuters Institute for the Study of Journalism, revealed that SIC and Expresso are among the top national media outlets whose news content the Portuguese trust the most, with a score of 78% and 77%, respectively.

### 3.2. Promoting Media Literacy and Fact-Checking

Contribution to the Sustainable Development Goals (SDGs):



The promotion of media literacy and the fight against misinformation are among the priorities with the greatest impact on democratic participation and the defence of freedom and independence of the media.

In this context, apart from the editorial and journalistic standards by which its brands are governed, SIC joined the fact-checking newspaper Polígrafo, in a partnership whose main objective is to ascertain the truth in the public space through active scrutiny of the various protagonists who operate in the communication ecosystem. It is a project geared towards the use of new technologies in journalistic activity, focusing on the creation of innovative solutions that enable better and faster access to the truth and shorten the distance between journalism and the public.

Every day, the Polygraph team follows a wide range of personalities whose interventions have public relevance (politicians, commentators, influencers, artists and even sports agents). The criterion is always that which results from the intersection between the projection of his/her words and the public interest they represent.

The Polygraph fact-checking process consists of five steps:

- 1.º: Consult the original source of the information;
- 2.º: Consult documentary sources;
- 3.º: Listen to the authors of the statement, giving them the right to explain it;
- 4.º: Contextualise the information;
- 5.º: Evaluate information according to a scale (from “Truth” to “Pepper on the Tongue”).



Polígrafo fully subscribes to the Code of Principles of the International Fact-Checking Network, committing to 1) non-partisanship and fairness, 2) transparency of sources, 3) transparency of funding, 4) transparency of methodology, and 5) open and honest corrections.

	2023
<b>No. of Fact-Checks broadcast on Jornal da Noite (SIC)</b>	684*

\*38 Polígrafo SIC were transmitted, and each programme includes an average of 18 fact-checks.

### 3.3. Accessibilities

Contribution to the Sustainable Development Goals (SDGs):



#### Actions for improvement and commitment:

There has been a considerable increase in all the accessibility figures for people with special needs made available in 2023 compared to previous years.

The commitment for the next few years will be to consistently maintain these figures, seeking to achieve an upward curve in terms of programmes on offer with accessibility, in the various genres and time slots, with a predominance in the peak viewing periods.

As far as Opto is concerned, a space dedicated to programming with accessibility has been created at the access to programmes, in order to highlight their existence and make it easier for audiences to search for these programmes.

#### Results and impact:

In 2023, SIC increased its offer in terms of content aimed at audiences with special needs, namely by broadcasting programmes with sign language, transadaptation and audiodescription. These initiatives covered SIC Generalista (open access programme service), SIC Notícias (unconditional access service with subscription) and Opto (audiovisual service on demand).

The number of hours made available in 2023 far exceeded the minimum values stipulated in the regulatory plan.



## Accessibilities in 2023

- *Portuguese Sign Language (LGP) aimed at hearing-impaired audiences:*

SIC Generalist broadcast, on average, more than 29 hours a week of programmes with LGP, totalling more than 1,540 hours of programming with Sign Language in 2023. Three daily online programmes (DU) were broadcast in the entertainment area and an average of three full news services per week (Primeiro Jornal and Jornal da Noite), including all the live broadcasts of World Youth Day, which took place in 2023.

SIC Notícias broadcast, on average, more than seven hours a week of content with Portuguese Sign Language, corresponding to a minimum of seven full news services a week.

- *Subtitling for hearing-impaired audiences/transadaptation:*

Programmes with transadaptation occupied, on average, more than 27 hours per week, in an annual total of more than 1,430 hours of SIC Generalista programming, in the most varied genres: soap operas, documentaries, films, interviews, entertainment, series, and are mainly broadcast between 8 am and midnight (with a focus on prime time).

Continuing a practice that has been in place for more than a decade, SIC offers its viewers a wide range of programming with accessibility on the days of special festivities such as Christmas, New Year and Easter, reaching an average of 20 hours a day on these days (with very positive feedback from special needs organisations).

In 2023, SIC Notícias began broadcasting content offering transadaptation on a weekly basis, reaching an average of more than three hours of weekly programming, mainly between 8am and midnight, from the third quarter of 2023.

With regard to Opto, in 2023 tools were implemented that made it possible to provide programming with transadaptation, giving audiences with special needs the possibility of accessing this functionality, in VOD mode, and programming in a wide variety of genres, from sitcoms, soap operas, documentaries, interviews and entertainment. In 2023, 737 hours of programming with transadaptation were made available at Opto.

- *Audio description for visually impaired audiences:*

In 2023, SIC Generalista broadcast more than 49 hours of programmes with audio description in the fiction (cinema, series) and documentary genres, mostly between 8 am and midnight. This figure represents a substantial increase in the offer of content with this accessibility compared to previous years, which we intend to maintain in the coming years.

Accessibility	SIC Generalist Programming (free access)
Portuguese Sign Language	1,541 hours
Subtitling/transadaptation	1,434 hours
Audio description	49 hours

Accessibility	SIC Notícias Programming (conditional access)
Portuguese Sign Language	118 hours
Subtitling/transadaptation	46 hours

Accessibility	Opto (audiovisual service on request)
Subtitling/transadaptation	737 hours

### 3.4. Intellectual Property Protection

Contribution to the Sustainable Development Goals (SDGs):



#### Anti-Piracy Programme

The IMPRESA Group considers the fight against piracy and the misuse of its contents and images to be strategic and a priority.

It has therefore developed an anti-piracy programme that includes the constant updating of the technical tools that permit monitoring, detection and legal action. This policy is enforced through the work of an internal team in coordination with a partner company specialised in anti-piracy services.

The Programme is cross-cutting in terms of the scope of digital piracy, including but not limited to:

- Live streaming of linear channels;
- Non-live video streaming;
- Mobile applications available in app stores and other external sources;
- Preventive work with platforms identified through alerts, in order to avoid content;
- An active role in the removal of content based on complaints or through searches carried out, namely on media content hosting and distribution platforms.



With the promotion of culture and creativity and the defence of intellectual property rights as its priority, the IMPRESA Group contributes to AudioGest and SPA and is part of the MAPiNET and GEDIPE associations. In this regard, you should also consult the initiatives carried out by these organisations in chapter 2.10. Institutional Relations.

### 3.5. Public interaction and feedback

IMPRESA recognises the importance of keeping its brands close to their audiences, promoting permanent feedback from consumers, media literacy, interaction with all generations, and the interest of younger people in quality information and in the media sector.

#### Visits

In 2023, 50 groups, representing a total of 1,207 visitors, were received at the IMPRESA Group's facilities.

#### Viewer Service

48,916 contacts were received at the Viewer Support Office, 32% more than in 2022.

Of the contacts received, 79% came via email (messages increased by 45%). By type, 80% were requests for information (45% more than the previous year), subjects for reporting 8% (up 10%), criticism 9% (down 13%), compliments 1% (down 4%) and suggestions 1% (up 12%).

In 93% of the cases, the theme was the generalist SIC channel.

#### Social Networks - Digital Service

In terms of digital formats, the main interactions (inbox and comment monitoring) were counted via the official accounts:

Social Network (number of comments)	SIC	SIC Notícias	Expresso
Facebook	106,635	161,058	26,370
Instagram	81,225	553,040	422,662

At Opto, 2,058 interaction records were identified on Facebook, 3,660 on Instagram and 226 responses in the App Stores.

In order to monitor consumption trends and the opinion of the audiences of the various brands, comments with positive and/or negative reviews present on the social network accounts Facebook and Instagram of SIC Oficial, SIC Notícias and Expresso are registered and sent in a weekly report to the responsible teams. It should be noted that the level of interactions on the Instagram network has practically doubled compared to 2022 and there has been an average decrease of around 35,000 interactions (per brand) on the Facebook social network.

In the case of Opto, all inbox chats and comments from Stores are registered with the respective topic of content/resolution or forwarding and are also sent weekly to the teams. As far as the Group's streaming service is concerned, the volume of comments and requests following new premieres of the programmes "Levanta-te e Ri" and "O Clube" stood out in 2023.

## Audiences and Circulation

The audiences of the Universo and SIC channels and the digital and newsstand circulation of Expresso constitute the most important barometer of public preference and brand valuation.

In 2023, the two main brands of the IMPRESA Group continued to lead in their segments (television and publishing).

SIC maintained audience leadership for the fifth consecutive year, having reached an average share of 15.3% in the universe of generalist channels, in terms of consolidated data, in 2023.

SIC generalist and thematic channels, as a whole, closed the year with a market share of 19.3% and as leaders in the commercial targets - A/B C D 15/54, A/B C D 25/54 and A/B C D 25/64.

In the year in which it celebrated its 50th anniversary, with various commemorative events including a travelling exhibition throughout the country, Expresso was the best-selling newspaper in Portugal in 2023, for the seventh consecutive year, with an average of 91,000 copies per edition, according to APCT data.

The newspaper's digital strategy was reflected in an average of 51,000 copies per edition in paid digital circulation, representing the majority of Expresso's copies sold in 2023.



## 4. FOR A DIGITAL AND MULTIPLATFORM POSITIONING

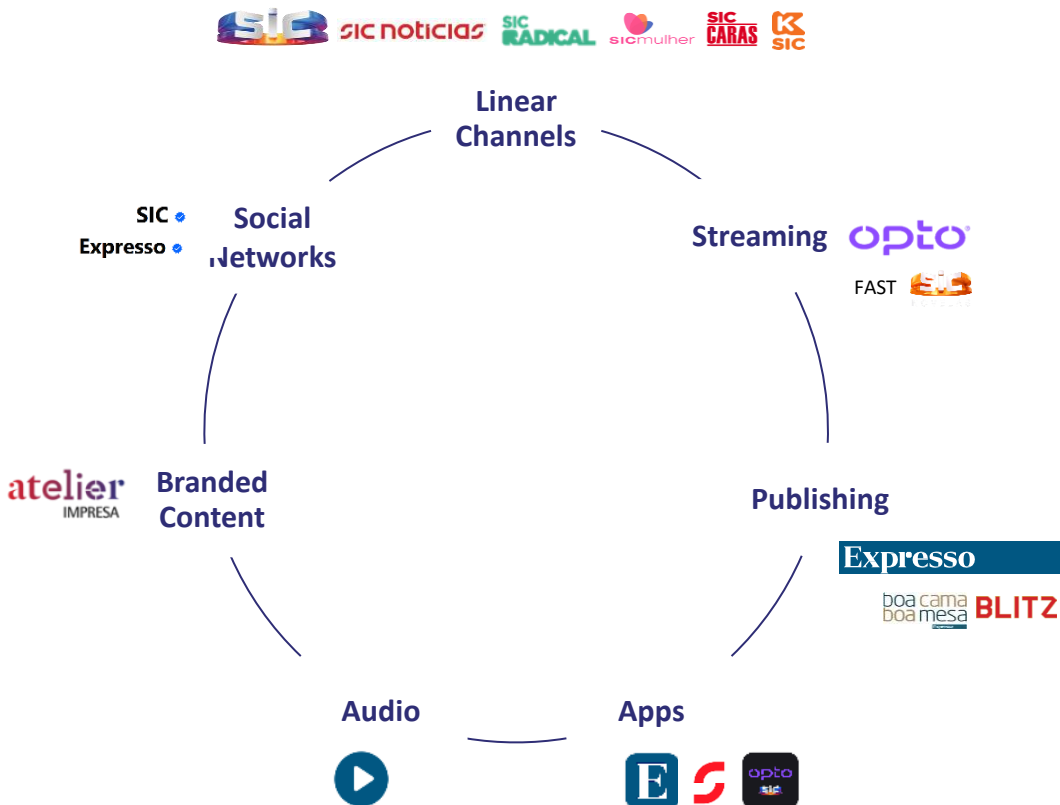
Contribution to the Sustainable Development Goals (SDGs):



### 4.1. Investing in Quality of Content: to see, read and listen to

The contents of the IMPRESA brands are increasingly geared towards multi-platform consumption, to promote a better experience for the audience and greater centrality and diversification in digital formats. The Group is committed to offering information and entertainment through different formats, compatible with several devices.

As an information and entertainment platform, IMPRESA will continue to invest in expanding its digital business, especially in streaming, connected TV, audio and the digital circulation of Expresso, which is already recognised as a Digital First newspaper.



The channel that inaugurated cable news in Portugal in 2001 now has digital formats at its core.

In 2023, SIC Notícias adopted a new image, invested in new content and launched an app. New colours, formats and studio dynamics have been added to the rigour of the information and analysis, accessible at any time via mobile phone, tablet or computer.



In entertainment, the year was marked by the launch of the first digital linear channel (FAST: Free Ad-Supported Streaming Television) in the country, SIC Novelas.

Made available through the Opto SIC platform, the channel, exclusively dedicated to the soap opera format, inaugurated the offer of free-access streaming channels, at no cost to the user, based on a monetisation model through advertisements.

Opto SIC is SIC's streaming service, which provides thousands of hours of content, including exclusive originals, from entertainment programmes, such as films, series and soap operas, to documentaries, news items and podcasts with the SIC and Expresso seals of approval. The streaming service is accessible anywhere in the world, via any mobile device and also via the boxes of the main telecoms operators in Portugal.



The IMPRESA Group consolidated its commitment to audio with the launch of 26 new podcasts throughout 2023, which resulted in 29 million downloads and a significant 77% increase in accumulated annual downloads compared to the previous year. Among the podcasts with the highest volume of downloads, the following stand out:

<b>Programa cujo nome estamos legalmente impedidos de dizer</b>	<b>5 million</b>
<b>Expresso da Manhã</b>	<b>3 million</b>
<b>Eixo do Mal</b>	<b>2.2 million</b>
<b>Isto é Gozar Com Quem Trabalha</b>	<b>2 million</b>
<b>A Noite da Má Língua</b>	<b>1.4 million</b>



## 4.2. Information Security

### Data Protection

The IMPRESA Group remains committed to compliance with all legislation on the processing and protection of personal data, and its actions are guided by respect for privacy and the protection of personal data.

Aware that the protection of individuals with regard to the processing of their personal data is a fundamental right, the IMPRESA Group establishes and implements processes, procedures and policies aimed at safeguarding and promoting this right, from the moment any initiative and/or project is conceived, as well as during the processing of personal data.

The IMPRESA Group adopts the appropriate technical and organisational security measures to ensure the protection of personal data. In addition, third parties who process personal data in the context of their relationship with the IMPRESA Group (including the processing of personal data in the name of and on behalf of the IMPRESA Group) are obliged to implement technical and security measures which, at all times, meet the requirements of the legislation in force and ensure the defence of the data subject.

### Cybersecurity

Cybersecurity is a fundamental pillar in any organisation. Impresa is committed to protecting its confidential data and information, as well as the privacy and security of its clients and partners. To this end, the company has been reviewing physical security practices, updating and expanding the body of policies and procedures and reinforcing the associated controls.

The Group maintains detailed policies and procedures, among other things, relating to the use of emails, equipment, software, remote access, passwords, backups, firewalls, as well as implementing mechanisms to monitor anomalies and vulnerabilities, thus enhancing prioritisation and responsiveness.

The existence of management committees, such as the Vulnerability Advisory Board (VAB) and the Change Advisory Board (CAB), makes it possible to discuss, assess risks and make informed decisions. IMPRESA has also implemented awareness and training programmes for employees in the area of information security. The Group has also implemented measures to improve access management, including the adoption of MFA, conditional access and identification of privileged access.

In order to guarantee alignment with best practices and assess the associated risks, IMPRESA is regularly audited by external organisations.

## 5. SOCIAL RESPONSIBILITY AS A DIFFERENTIATING ELEMENT

### 5.1. Commitment to the Community

SIC Esperança is a Private Institution of Social Solidarity (IPSS), of public utility, transversal to the IMPRESA Group, whose purpose is to raise civil society's awareness of existing social problems. In the pursuit of this objective, it uses partnerships with companies to finance projects with a social impact and with institutions that enable them to be carried out, contributing to the solution or minimisation of the problems identified and to the construction of a fairer and less unequal country.

In 2023, SIC Esperança once again relied on the IMPRESA Group for the promotion of various social solidarity actions. Throughout the year, the SIC, SIC Notícias and SIC Mulher channels provided about 45 hours free of charge in the public service slot. Seventy campaigns of Private Social Solidarity Institutions were announced, in particular Ajuda em Ação [Help in Action], APARF- Associação Portuguesa Amigos Raoul Follereau [Portuguese Association of Friends of Raoul Follereau, Alcoholics Anonymous, Banco Alimentar [Food Bank], Portuguese Red Cross, Associação Sara Carreira [Sara Carreira Association], and ACNUR, among others.

	2023	
	Number of hours	Number of campaigns
Advertising space provided to IPSS	45	70

### SIC Esperança projects in 2023

	2023
Number of SIC Esperança projects	6



## Time to Change

Contribution to the Sustainable Development Goals (SDGs):



In partnership with the associations Terra Amarela [Yellow Land], IRENNE (Portugal), Young Effect (Italy) and Globers (Spain), SIC Esperança developed the Time to Change project, funded by the Erasmus+ programme. The aim of this project is to create a manual of good practices to be applied in the work developed with young deaf artists, and/or those with intellectual or physical disabilities, with the aim of contributing to their empowerment, from interpreters to creators of cultural initiatives.

As part of this project, three events took place during 2023:

- **Kick off event:** This event took place in Italy in January 2023 and marked the start of the project and the official meeting between all the partners involved. This meeting shared the project's expectations and analysed its practicalities.
- **Technical Youth Seminar:** This event took place in Portugal in June and brought together two youth workers from each of the countries involved. The meeting discussed methodologies that could be used with young people with disabilities in the context of theatre activities;
- **Youth Exchange:** This event also took place in Portugal in October and brought together five young people from each of the partner countries. For a week, young people from Portugal, Italy and Spain carried out various activities with the aim of deepening inclusive theatre practices.

<b>Partnership</b>	Erasmus+ Programme
<b>Social Impact</b>	Create a manual accessible to all, demonstrating inclusive theatre practices

## Programming the Future

Contribution to the Sustainable Development Goals (SDGs):



In Portugal, the number of jobs on offer in technology and the number of people trained in this field are increasingly disparate. Focusing on this issue, SIC Esperança launched the Programming the Future project in partnership with Google.org.



The aim of this project is to train unemployed young people between the ages of 18 and 30, with low levels of education and who want to improve their professional situation, in the areas of programming, coding and robotics. The pilot project aims to train 400 young people from five Portuguese municipalities: Castelo Branco, Coimbra, Braga, Faro and Setúbal.

<b>Partnership</b>	Google.org
<b>Social Impact</b>	Train 400 young people in programming, coding and robotics

### “Palco Esperança” [Hope Stage]

Contribution to the Sustainable Development Goals (SDGs):



In 2023, SIC Esperança once again became a social partner of the EA - Live Évora event, organised by the Eugénio Almeida Foundation, in the initiative entitled “Palco Esperança”, which aims to showcase the work of emerging artists/bands at a national level. The winners of this edition were the artists Aníbal Zola, Catarina Munhá, Martim Seabra and CALLAZ, who opened the concerts of Rui Veloso Trio, Quatro e Meia, Resistência and Ana Moura, respectively.

<b>Partnership</b>	Promotion of the event EA — Live Évora
<b>Social Impact</b>	Showcasing the work of emerging Portuguese artists and bands

### A More Sustainable Third Sector

Contribution to the Sustainable Development Goals (SDGs):



The More Sustainable 3rd Sector project is part of one of SIC Esperança's strategic axes: strengthening third sector organisations and aims to help them make the energy transition. To this end, organisations will be supported in finding efficient solutions to reduce their energy bills and combat energy poverty, specifically by installing photovoltaic panels.

As part of this project, SIC Esperança received more than 100 applications.



<b>Partnership</b>	Tecneira
<b>Social Impact</b>	Over the next 2 years, support 300 IPSSs in their energy transition

### EPIS (Entrepreneurs for Social Inclusion)

Contribution to the Sustainable Development Goals (SDGs):



SIC Esperança continued the EPIS/IMPRESA Vocations volunteer programme, which is run in partnership with EPIS. EPIS is a non-profit association whose main mission is the promotion of social inclusion in Portugal, through the development of projects to combat school failure and dropout among students living in disadvantaged socio-economic contexts.

With the objective of responding to the problems mentioned, SIC Esperança appealed to the voluntary spirit of the employees of the IMPRESA Group to give weekly explanations to students of the 2nd or 3rd cycles of elementary education during the 2023/2024 school year. This initiative was supported by two volunteers from the IMPRESA Group, who had already given explanations the previous year.

<b>Volunteerism</b>	Participation of 2 volunteers from the Impresa Group
<b>Social Impact</b>	Weekly tutoring for students from socio-economically disadvantaged backgrounds

### Money for Kids Campaign

Contribution to the Sustainable Development Goals (SDGs):



As part of its 20th anniversary, celebrated on 6 October, SIC Esperança launched a national fundraising campaign entitled Dinheiro Miúdo para os Miúdos [Money for Kids], which will go entirely to projects in the field of education. The campaign is intended to be an annual event.

In the first year, the money raised was donated to the More Equal Schools project, the aim of which is to support public schools of the 1st cycle of elementary education by funding projects aimed at carrying out minor renovation works, purchasing teaching materials, sports equipment or other types of support deemed relevant to the smooth running of the school.



Applications were open to all 1st cycle schools in mainland Portugal and the islands, and support was given to 30 schools.

With this initiative, SIC Esperança endeavours to reduce the differences that exist in school buildings, particularly in terms of the space and materials available, so that all children have a decent school career, without setbacks or adversity.

<b>Partnership</b>	Miscellaneous
<b>Social Impact</b>	Support for 30 schools of the 1st cycle of elementary education

### SIC Esperança and Porto Editora Christmas Campaign

Contribution to the Sustainable Development Goals (SDGs):



With the money raised in the SIC Esperança and Porto Editora 2022 Christmas Campaign, it was possible to implement the 2nd edition of the Therapy Scholarship project in 2023. This project benefited seven institutions (Associação de Parálisia Cerebral de Braga [Cerebral Palsy Association of Braga], Associação de Beneficência Luso-Alemã [Luso-German Charity Association], Associação Portuguesa para o Desenvolvimento Infantil [Portuguese Association for Child Development], Associação de Parálisia Cerebral de Vila Real [Cerebral Palsy Association of Vila Real], Comdignitatis, Espiral de Vontades - Apoio Desfavorecidos [Spiral of Wills - Support for the Disadvantaged] and Raríssimas), making it possible to award 24 scholarships to 24 children.

In this campaign, which has brought SIC Esperança and Porto Editora together for the 12th consecutive year, when you buy a children's book identified with a sticker, € 1 goes to mentoring projects for children and young people in vulnerable situations, at risk of social exclusion.

<b>Raised</b>	€ 1 for each children's book identified with the campaign sticker
<b>Social Impact</b>	Twenty-four therapy scholarships awarded

### SIC Esperança Volunteer Action

Contribution to the Sustainable Development Goals (SDGs):





The SIC Esperança 2023 volunteer action took place at the Castelo Elementary School in Lisbon between 24 and 26 November.

The choice of this school is part of the Money for Kids campaign, which aims to support primary schools. In all, this initiative accounted for a total of 24 hours of volunteering.

<b>Volunteerism</b>	Participation of around 60 volunteers, totalling 24 hours of volunteering
<b>Social Impact</b>	Remodelling of four areas of the school, namely two special education rooms, an interior courtyard and an exterior courtyard

### ProChildColab event

Contribution to the Sustainable Development Goals (SDGs):



SIC Esperança joined ProChild as a social partner for the 1st international meeting of the ProChild CoLAB, a participatory and enriching debate on the fight against child poverty. This event brought together leading figures in the field, such as academics, professionals, representatives of public and private organisations, as well as political decision-makers, with the aim of drawing up a new pact for children. The event took place at the Calouste Gulbenkian Foundation on 27 November 2023.

<b>Partnership</b>	ProChild
<b>Social Impact</b>	Generate commitments to adopt active public policy measures to promote the well-being and rights of children

### 2nd Edition SIC Esperança Christmas Market

Contribution to the Sustainable Development Goals (SDGs):



SIC Esperança organised the second edition of the SIC Esperança Christmas Market, which took place on 12 and 13 December, between 10am and 8pm in the IMPRESA Building, and brought together brands and institutions, which sold their products. Admission was free and open to the general public. The following IPSS were present: Dress a Girl, Aga Khan Foundation, Lar Jorbalan and Thirst Project.



<b>Partnership</b>	The IMPRESA Group provided the space where 41 stands of SPSS and Portuguese brands were exhibited
<b>Social Impact</b>	Raising funds to support participating IPSS and promote local commerce

## Other initiatives

With the support of the media of the IMPRESA Group, SIC Esperança, as a Private Institution of Social Solidarity, promoted a campaign appealing for the donation, in its favour, of the 0.5% of the IRS consignment.

## 5.2. Commitment to Culture

The media of the IMPRESA Group continued to support cultural events in 2023, through the dissemination of content and other actions:

### Support to performing arts and other cultural initiatives

In the area of musical and cultural performances, the SIC Group supported a total of 45 events related to music, the performing arts or culture.

### Special conditions for advertising

Cultural initiatives and other events of an institutional nature benefited from price discounts to advertise with IMPRESA Group brands.

### “Todas as Artes” [All Arts]

“Todas as Artes” is a cultural programme, in partnership with the Portuguese Society of Authors, dedicated to the arts of music, theatre, cinema, photography and literature.

The programme seeks to show the remarkable careers that influence audiences, the backstage of shows or even different visions of the same work.



### 5.3. Recognition of Merit

#### Pessoa Award

Launched in 1987 by Expresso, the Pessoa Award is one of the country's most important awards, granted annually to the Portuguese national who distinguishes himself/herself as the protagonist of a particularly relevant and innovative intervention in the country's literary, artistic or scientific life.

The Pessoa Award is an initiative of Expresso, sponsored by Caixa Geral de Depósitos, and consists of a diploma and a cash prize of 60 thousand euros.

The 2023 selection panel was composed of Francisco Pinto Balsemão (President), Paulo Macedo (Vice-President), Ana Pinho, António Barreto, Clara Ferreira Alves, Diogo Lucena, Eduardo Souto Moura, Emílio Rui Vilar, José Luis Porfírio, Maria Manuel Mota, Pedro Norton, Rui Magalhães Baião, Rui Vieira Nery and Viriato Soromenho Marques. The 37th Pessoa Award was attributed to José Tolentino de Mendonça.

#### Primus Inter Pares Award

Launched in partnership with Banco Santander Totta, this award aims to contribute to the development of a culture of rigour, professionalism and excellence in business management, by providing privileged opportunities for complementary academic training, both nationally and internationally. Five final year Master's students are selected, following a licentiate degree in Business Management, Economics or Engineering, from Portuguese Universities, Schools or Other Higher Education Institutions, and whose merit the selection board intends to distinguish each year.

The prize for the three winning finalists consists of an offer of an MBA in a Business School of national and international prestige: the IESE in Barcelona, the IE Business School in Madrid, the Lisbon MBA, the ISCTE, the ISEG and the Porto Business School. The other two final year students (classified in 4th place) receive a postgraduate course.

The Primus Inter Pares Award Jury is composed of Francisco Pinto Balsemão (President), Pedro Castro e Almeida (Vice President), Estela Barbot, Miguel Poiares Maduro and Raquel Seabra.

The 19th edition of the Primus Inter Pares Prize 2022/2023 was won by Maria José Cardoso, from the Faculty of Science and Technology of Universidade Nova de Lisboa.



## Global Management Challenge

Launched in Portugal in 1980, the Global Management Challenge has become the largest International Strategy and Management Competition. It consists of an interactive business simulation in which each team manages a company with the objective of obtaining the best Investment performance for their company in the market.

This Portuguese initiative is organized by SDG - Simuladores e Modelos de Gestão and by the Expresso newspaper, and has achieved, over the years, a huge success, being today an event of high notoriety, visibility and prestige for the organisations that participate in it.

After its debut in Portugal in 1980, and following its success and recognition by companies, the competition became exportable and rapidly expanded around the world, gaining more and more prestige and participants. The Global Management Challenge, now 43 years old, has involved more than 850,000 company staff and university students from all over the world.

The winning team of the National Final of the Global Management Challenge wins a trip offered by TAP for each team member, and represents Portugal in the International Final, facing the winning teams from more than 35 participating countries.

## Expresso Economy Awards

In 2023, Expresso created the Expresso Economy awards, with the support of Informa D&B and Deloitte, and in partnership with Caixa Geral de Depósitos (CGD).

The initiative aims to reward a group of companies and businessmen for their merit, boldness and work of excellence, recognising the companies that have contributed most to the country's growth, the businessman of the year and the businesses and sectors that have exported most.

The awards for the 6th edition of the Expresso Economia | Caixa Geral de Depósitos Awards 2023 were delivered in December 2023. Jorge Rebelo de Almeida, founder of the Vila Galé hotel group, and the construction company Mota-Engil were distinguished, respectively, as Entrepreneur of the Year and Business Achievement of the Year by the Expresso Economia | Caixa Geral de Depósitos (CGD) Awards.

## Car of the Year | Crystal Wheel Trophy 2023

The Seguro Directo Car of the Year/Crystal Wheel Trophy aims to highlight the best products in the automobile sector.



The selection panel of the initiative promoted by Espresso and SIC Notícias is composed of 19 specialised journalists, representing the print media, digital media, radio and television, in a search for plurality of opinions. The three biggest Portuguese television channels SIC, TVI and RTP are part of the selection panel.

The prize comprises a total of eight classes: City, Sporty, Family, Compact SUVs (includes crossovers), Large SUVs, Electric, Hybrid, and Plug-In Hybrids.

In addition to the “Car of the Year” awards and the class winners, the event also honours the “Personality of the Year” and the “Technology and Innovation Award”. The Renault Austral was distinguished as the Car of the Year in Portugal 2023.

## Real Estate Awards

The Espresso and SIC Notícias have been monitoring the development of the real estate sector, and in 2019 the first edition of the “Real Estate Awards” was launched, with the aim of distinguishing the best that is done in Portugal in this area of activity.

This award has a selection board made up of several personalities connected to the area: Fernando de Almeida Santos, Eric Van Leuven, João Paulo Luz, Manuel Reis Campos, Célia Gomes, Paulo Tormenta Pinto, Patrícia Viana, Hugo Santos Ferreira, Paulo Caiado and Vítor Andrade.

At the gala for the fifth edition of the Real Estate Awards, organised by SIC Notícias and Semanário Expresso, 20 distinctions were awarded to projects across the country. The Campanhã Intermodal Terminal won in the economic, social and environmental impact project category, one of two new categories. The structure, located in Porto, includes a green space and has removed vehicles from the city. In the other newcomer category, innovation in construction, the SIMBA project won. It is a modular construction system based on self-supporting reinforced concrete modules.

Once again SIC Esperança joined this event, awarding a prize to the Neya Hotels Group's Solidarity Room, which won with a project offering free accommodation to children undergoing medical treatment.

## “Boa Cama Boa Mesa” Guide Awards

On the day it celebrated 20 years of uninterrupted publication, the “Boa Cama Boa Mesa” Guide announced the big winners of the 2023 awards. The usual awards ceremony of the “Boa Cama Boa Mesa” Guide awarded 30 distinctions (Platinum Key, Gold and Silver) to accommodation and 32 distinctions (Platinum Fork, Gold and Silver) to restaurants.

The award of the Career Prize to Justa Nobre and Chef of the Year 2023 to Vasco Coelho Santos, who was also honoured with a Golden Fork for his restaurant Euskalduna Studio, were the highlights of the ceremony, which was attended by the Secretary of State for Tourism, Trade and Services, Nuno Fazenda.



## National Tourism Award

In 2023, the Expresso and BPI initiative, which honours companies, public projects and personalities in the tourism sector in Portugal, reached a new record of applications (768) in the five categories.

The fifth edition of the National Tourism Award honoured seven projects in the categories of Authentic Tourism, Inclusive Tourism, Gastronomic Tourism, Innovative Tourism and Sustainable Tourism. Luís Araújo, who until June 2023 was President of Turismo de Portugal, was the winner of the Personality Award.

## Golden Globes

The purpose of the Golden Globes is to honour Portuguese personalities and projects that stand out in entertainment, arts and show business, whether they work in Portugal or abroad.

The 47-member Academy of Honour nominates five nominees for each of the categories and subcategories, in order of preference. The “Revelation Award” is voted for by the public and the “Merit and Excellence Award” is attributed by the Organising Committee.

The 27th Golden Globes Gala was held on the evening of 1 October 2023 at the Coliseu dos Recreios in Lisbon and awarded the personalities and projects that stood out in cinema, entertainment, fiction, humour, fashion, music and theatre. The “Merit and Excellence Award” was also attributed to Filipe La Féria, for his outstanding career and professional trajectory, and the “Revelation Award” to Madalena Aragão and Lucas Dutra.

## Dream Gala

The 3rd edition of the Dream Gala took place at the Altice Arena on 17 December 2023.

This is a show promoted by the Sara Carreira Association and produced for SIC by FremantleMedia Portugal, with the aim of supporting young talent with financial difficulties to pursue their personal and professional goals.

As in the previous two editions, the Gala was hosted by presenter and Ambassador of the Association, Fátima Lopes, and included the participation of several big names in the Portuguese music industry, such as Tony, Mickael and David Carreira, Soraia Ramos, Ivandro, Maninho, Marco Rodrigues, Syro and Mariana Pacheco, among other artists.

The Gala has the support of patrons Altice, Missão Continente, SIC, the Santander Foundation and the DS Group, as well as some ambassadors of the Sara Carreira Association, scholarship winners and their respective sponsors and well-known figures.



## 6. PROMOTE DEBATE AND AWARENESS ON SUSTAINABLE DEVELOPMENT

Contribution to the Sustainable Development Goals (SDGs):



### 6.1. Sustainability Initiatives

List of Sustainability Initiatives in 2023	Reach
<b>Let's talk about Sustainability</b> Cycle of events	8 events 70 people on average per event 230 thousand readers
<b>Sustainability Accelerator</b> Editorial project	300 people at the events 230 thousand readers
<b>Expresso SER</b> fortnightly newsletter	180 thousand deliveries
<b>Transition Leaders</b>	50 leaders 220 thousand readers



**SER**

The Expresso launched, in September 2022, a platform to discuss a more economically, socially and environmentally sustainable country. Expresso *SER* — *Sustainable, Ecological, Responsible*.

This project includes a new fortnightly newsletter dedicated to environmental and social sustainability issues, a series of talks and events dedicated to the theme “Let's talk about sustainability” and a new dedicated thematic area on the newspaper's website.

In 2023, “To be or not to be” was launched, Expresso's weekly podcast about the world of sustainability, ecology and responsibility. Each episode tackles relevant topics, from individual practices to global initiatives, with guests including business leaders, activists, entrepreneurs and experts sharing their experiences and innovative solutions for a more sustainable future.



## 6.2. Content with an impact on environmental and social issues



SIC'S GRANDE REPORTAGEM:

**“Crimes em Claro”**: How much are the organs of an albino worth? Human trafficking involves the most money. - A report that exposed the persecution of albinos by criminal networks in East and Southern Africa.



SIC'S GRANDE REPORTAGEM:

**“Tábuas de Salvação”**: A report on the social surfing project that is changing the lives of underprivileged children in the community, in the Mozambican province of Inhambane.



SIC'S GRANDE REPORTAGEM:

**“De tudo o que é meu, sinto falta”**: Four stories of those who fled the war in Ukraine in search of peace and ended up in Portugal.



SIC'S GRANDE REPORTAGEM:

**“Com o mar não se brinca”**: A report that reveals the scale of the threat posed by rising sea waters and how it could affect the Portuguese coast.



SIC'S GRANDE REPORTAGEM:

**“Ouro Sujo”**: How does the illegal mining circuit work in Amazonian rivers? - A journey into the deep Amazon, where the mining of gold hidden at the bottom of the rivers contributes to the destruction of the forest and the original peoples.



SIC'S GRANDE REPORTAGEM:

**“O que vamos vestir amanhã?”**: Report on Portugal's commitment to science and innovation in textiles in favour of a more sustainable sector.

Expresso has once again joined an international investigative journalism consortium, Forbidden Stories. In addition to the IMPRESA newspaper, media organisations from various countries such as The Guardian, Le Monde, Folha de São Paulo and TV Globo are also part of the consortium. Forbidden Stories is an international consortium of investigative journalists dedicated to continuing the work of murdered or threatened journalists.

The Forbidden Stories project that Expresso is part of is called “Bruno and Dom Project” and is an investigation into the plundering of the Amazon. The “Bruno and Dom Project” is a collaborative investigation involving more than 50 journalists from 16 media outlets in an effort to continue the work of Dom Phillips, a British journalist murdered on 5 June 2022, with activist Bruno Pereira, who were preparing a book on how to save the Amazon.



EXPRESSO REPORT:

**“Morte no rio do ouro”**: An investigation into the deep Amazon, where gold mining contributes to the contamination of rivers and the destruction of the forest and the original peoples.



EXPRESSO REPORT:

**“Como uma estrada pode rasgar o coração da Amazônia”**: An investigation into the social and environmental impact of the reconstruction of the road created during Brazil's military dictatorship to link Porto Velho to Manaus.



EXPRESSO REPORT:

**“Anorexia, o bicho pegajoso que teima em não sair”**: A report that reveals the cases and portrays the psychiatric illness that kills the most, due to serious medical complications, malnutrition or suicide.



EXPRESSO REPORT:

**“Eles não são da rua”**: This report tells the stories of Francisco, Luísa, Carla and André. It was drug addiction that threw them into homelessness. They left with the support of the Crescer Association's Housing First project, which gave them the keys to a house of their own.



## SIC REPORTAGEM ESPECIAL:

**“No fim da linha”**: A report on shelters, where victims of domestic violence take refuge from their abusers and prepare for a new start.



## SIC REPORTAGEM ESPECIAL:

**“SOS Abelhas”**: A report on this pollinating species that is at risk of extinction due mainly to pesticides, climate change and pollution.



## SIC REPORTAGEM ESPECIAL:

**“O legado de Johnson”**: Report on the academy that supports children in disadvantaged neighbourhoods, created by João Semedo Tavares.



## SIC REPORTAGEM ESPECIAL:

**“O meu mundo pode ser o teu”**: A report that exposes the drama of the shortage of foster families in Portugal, which ranks last in Europe.



## SIC REPORTAGEM ESPECIAL:

**“Seca sem fim”**: Report on the consequences of the extreme drought in south-west Alentejo and the Algarve.



## SIC REPORTAGEM ESPECIAL:

**“Inferno na Terra”**: Report on the impact of climate change in Portugal. Hotter air, drier soil, less humidity and long, extreme summers are explosive mixtures that create the main effect: forest fires.



## 7. IMPRESA PEOPLE

### 7.1. Framework and characterisation of human capital

In today's business environment, understanding the importance of employees transcends the mere perception of a workforce. Employees are the foundations on which a company's success is built, being the key agents in achieving goals, drivers of innovation and the force behind achieving the organisational vision. However, as companies seek to thrive in an increasingly dynamic environment, they also face significant challenges related to talent management, adapting to technological changes and the constant evolution of the market.

The IMPRESA Group recognises that human capital is one of the fundamental pillars that drives its success and contributes to building a solid and resilient company. Our employees, with their commitment, diversity and talent, play a crucial role in achieving our strategic objectives.

Regarding the characterisation of human capital, as at 31 December 2023, Impresa has, according to the direct counting method, 940 employees (446 women and 494 men), most of whom are aged between 41- 50 years. Of the 940 employees, 17 have disabilities.

Distribution by gender		
Number of employees	446	47%
Number of employees	494	53%

Age cohort	Women	Men
> 60	20	37
51 - 60	132	167
41 - 50	138	172
31 - 40	81	87
21 - 30	75	31

Employees with disabilities	17
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With regard to academic qualifications, the majority of the employees are university graduates (286 women; 190 men).

Age cohort	Women	Men
<b>1st to 3rd Primary Education</b>	7	24
<b>Vocational Training</b>	9	33
<b>Secondary School</b>	72	204
<b>Bachelor's degree</b>	12	15
<b>Licentiate Degree</b>	286	190
<b>Master's degree</b>	59	26
<b>Doctorate</b>	1	2

With regard to the different types of contractual relationships, the majority of employees have permanent full-time contracts, as shown in the table below:

Type of Contract	Women	Men
<b>Number of Permanent Contracts</b>	388	456
<b>Number of Fixed-Term Contracts</b>	55	36
<b>Number of Uncertain Term Contracts</b>	3	2
<b>Number of Full-Time Employees</b>	446	493
<b>Number of Part-Time Employees</b>	0	1

With regard to the region, all IMPRESA employees work in Portugal (including the members of the Board of Directors, who are also contracted in Portugal):

By region	Portugal	Other Regions
<b>No. of Employees</b>	940	0
<b>Number of Permanent Contracts</b>	844	0
<b>Number of Fixed-Term Contracts</b>	91	0
<b>Number of Uncertain Term Contracts</b>	5	0
<b>Number of Full-Time Employees</b>	939	0
<b>Number of Part-Time Employees</b>	1	0



In 2023, the possibility of working under an “Adaptive Labour Regime”, i.e. through a hybrid model, remained in force, with 306 employees (174 women; 132 men) taking advantage of this model:

Contract Regime	Women	Men
<b>In person</b>	272	362
<b>Hybrid</b>	174	132

At IMPRESA, the majority of its employees are aged between 21 and 25 (100 women; 124 men), as shown in the data presented:

Seniority (years)	Women	Men
> 30	49	71
26 - 30	29	57
21 - 25	100	124
16 - 20	46	47
11 - 15	30	32
6 - 10	67	70
<5	99	119

Although there is an average monthly salary difference between genders, this does not reflect any discrimination as the IMPRESA Group's remuneration policy is based on the evaluation of the components of the functions performed by the employees: on objective criteria, namely seniority and professional experience, merit, productivity and academic qualifications.

Remuneration level by gender	
<b>Average monthly salary of female employees</b>	€ 2,240
<b>Average monthly salary of employees</b>	€ 2,775

The information about the remuneration of the directors of IMPRESA is available in the Corporate Governance Report.

The issue of gender equality is one of the main principles of the IMPRESA Group, and the promotion of conditions of professional insertion and career development that encourage the elimination of gender discrimination and the promotion of practices that facilitate conciliation between personal and family life and professional life are the drivers in defining the Group's strategies.

It is argued that when women and men decide to become parents, they should do so in a shared, responsible and balanced way. In 2023, as shown in the table above, maternity and parental leave totalled 7,343 hours.

Leave	No. of hours
Maternity	4,620
Parentality	2,723
<b>Total hours</b>	<b>7,343</b>

With regard to absenteeism hours, it can be seen that IMPRESA employees were absent for a total of 30,024 hours, mainly due to illness, which accounted for 27,878 hours in 2023.

Absences	No. of hours
Excused	48
Family assistance	481
Sickness	27,878
Work accidents	1,617
<b>Total hours</b>	<b>30,024</b>

By analysing the figures in the two tables above, it can be concluded that absences in 2023 totalled 37,367 hours. Therefore, it concluded that the IMPRESA Group's absenteeism rate is 2.20%, in which, of the 1,698,445 foreseen hours horas 1,661,078 were actually worked.

## 7.2. Diversity and Equal Opportunities

Contribution to the Sustainable Development Goals (SDGs):



The IMPRESA Group, aware of the importance of the diversity of skills and profiles of our people, adopts measures and actions committed to the principle of equality and non-discrimination based on gender or other criteria.

At IMPRESA we intend to ensure that working environments are diverse, encouraging the elimination of gender discrimination and promoting practices that facilitate conciliation between family and personal life and professional life.



In 2023, the IMPRESA Group continued to adopt measures to promote gender equality and fairness with the following objectives:

- Review the Equality Plan, creating non-discrimination measures between women and men, with the support of the Commission for Citizenship and Gender Equality and the Commission for Equality in Labour and Employment;
- Ensure equal opportunities for all employees in the attendance of training actions;
- Encourage and raise awareness of sharing parental leave, as well as sharing the exercise of family care rights;
- Ensure that the Annual Training Plan is based on equality and non-discrimination between women and men;
- Comply with the principle of equal pay for equal work in nature, quantity and quality;
- Evaluate performance based on objective criteria to provide a fair and accurate assessment, free of any connection to female or male characteristics;
- Ensure promotion and career progression based on objective individual performance criteria, which are exempt from gender discrimination.

## Non-Discrimination

At IMPRESA, the diversity of its employees is perceived as a factor of competitive advantage, and the individuality each employee offers to the IMPRESA Group is respected and valued, such that the creation of a discrimination-free work environment is promoted.

The IMPRESA Group does not tolerate any form of direct or indirect discrimination, such that every employee has the right to equal opportunities and treatment with regard to access to employment, training and promotion or professional career and working conditions, and cannot be privileged, benefited, negatively affected, deprived of any right or exempted from any duty whether because of descent, age, gender, sexual orientation, marital status, family status, economic situation, social origin or condition, reduced working capacity, disability, chronic illness, nationality, ethnic origin, political or ideological beliefs and trade union membership.

There were no reported cases of discrimination that occurred during the reporting period.

### 7.3. Safety and Health at Work

Contribution to the Sustainable Development Goals (SDGs):



Investing in the quality of life and well-being of employees continued to be one of the main concerns in 2023 required continuing to raise awareness about the adoption of safe practices in the workplace and the importance of occupational health and safety services.

The data regarding work accidents at IMPRESA during 2023 are presented in the following two tables:

Work accidents	Women	Men	Total
<b>Number of accidents</b>	4	7	11
<b>Sick leave</b>	241	553	794

#### Occupational health services

- Provision of medical services at the Paço de Arcos and Matosinhos facilities and also home medical assistance for employees and their families;
- Vaccination campaign against influenza.

#### Health promotion

- Since the issue of physical well-being and emotional health is one of IMPRESA's concerns, the company offers all employees health insurance that allows access to private health care at more affordable prices;
- Providing employees and their direct relatives with access to products and services at a lower price than the list price, through the establishment of protocols with entities that carry out their activity in areas including gyms and health care;
- IMPRESA offers all fathers and mothers a Baby Kit, which includes a set of essential daily care products for the newborn.



## 7.4. Training and Development of Human Capital

Contribution to the Sustainable Development Goals (SDGs):



Training and the constant investment in knowledge management that aims to leverage the talent of employees in articulation with IMPRESA's Strategic Plan represent one of the Group's strategic Human Resources axes.

Considering the real training needs and the Group's strategy, the annual training plan aims to ensure the acquisition, retention and transmission of critical knowledge, decisive for IMPRESA's sustained growth and for the process of value creation.

The information obtained through the Performance Evaluation makes it possible to obtain transversal knowledge of the development needs of all employees, serving as an effective basis for defining a training plan that corresponds to the real needs of IMPRESA's Human Resources. In 2023, the IMPRESA Group continued to encourage its employees to acquire new skills, either as a motivational tool or as an effective strategy to promote the level of qualification and multidisciplinary of its teams.

The following table presents the most relevant data for 2023 and its comparison with the year 2022.

Table: Training 2022/2023

Area	Number of actions			Employees covered			Number of training hours		
	2022	2023	% var	2022	2023	% var	2022	2023	% var
<b>Publishing</b>	25	38	52%	44	64	45%	1,811	1,199	-34%
<b>Television</b>	36	45	25%	140	189	35%	2,947	6,739	129%
<b>Other</b>	36	35	-3%	57	75	32%	2,229	2,757	24%
<b>Total Group</b>	<b>97</b>	<b>118</b>	<b>22%</b>	<b>241</b>	<b>328</b>	<b>36%</b>	<b>6,987</b>	<b>10,695</b>	<b>53%</b>

The following actions should be highlighted:

- **Editorial**
  - Television Presentation and Lives
  - Data Analysis and Visualisation
  - Podcast Creation
  - DT Strategies
  - Data Journalism
  - Media Literacy
  - Monetary Policy and Economic Journalism
  - Voice-over Techniques and Podcast Content
  
- **Academic**
  - Doctorate in Management
  - Master's Degree in Marketing, Strategy and Innovation
  - Postgraduate Diploma in Intellectual Property Law
  - Postgraduate Diploma in Enterprise Data Science & Analytics
  
- **Behavioural**
  - Agility in Leadership
  - Burnout in Journalism
  - Communication and Interpersonal Relationships
  - Effective and Assertive Communication
  - Leadership Tools For Resilience
  - Leading Organisations In Disruptive Times
  - Teleworking Productivity

## 7.5. Conditions of Employment

Contribution to the Sustainable Development Goals (SDGs):



### Performance Management

People are the most important capital for the sustainability of the business and organisational performance, which is why it is urgent to promote a meritocratic culture based on the development of all employees.

Thus, performance management represents a management practice for excellence as a competitive differential in the Group's strategic vision, which aims to align the entire organisation with the Strategy, promoting a Culture of Excellence and Merit.



The performance evaluation also aims to support employees in reflecting on their own performance and its impact on IMPRESA, thus making them active elements together with their respective Managers, through close monitoring and continuous feedback.

## Social Relations

The hybridisation and flexibility of the work models make it urgent to consistently implement moments of sharing and knowledge, of continuous feedback as well as a strong internal communication strategy aimed at stimulating the motivation and productivity levels of human capital. In this sense, the following are examples:

- The annual Staff Meeting to promote internal networking, align IMPRESA's culture and values and monitor compliance with IMPRESA's Strategic Plan, where activities are carried out to promote team synergies and the presentation of talks on various themes;
- With the formal channels of internal communication compromised (iNet and iPortal) due to the cyber attack, communication once again took on a strategic role in 2023, and so constant communication through emails, and general communications from the CEO and also from the Human Resources Department was emphasised. Internal communication appeared to be essential in the connection between employees and IMPRESA, making them feel part of the Group's mission;
- It focuses on a training programme that meets the training needs of employees of the IMPRESA Group and its managers. This analysis is carried out within the scope of the Performance Management Model that allows the Human Resources Department to have a transversal knowledge of the development needs in the various departments of the Group and thus develop training offers that promote the employees' skills;
- Internal mobility assumes a strategic role in the Group's people management, representing one of the most important tools for motivating and developing employees. In 2023, IMPRESA continued to promote essential internal recruitment processes to boost the potential of our employees.

## Benefits Policy

It is essential that companies invest in extra-work benefits that promote the well-being and involvement of their employees, in order to guarantee the consistent retention of their talents.

Thus, in 2023, IMPRESA maintained its objective of contributing towards greater motivation by attributing a set of benefits, in addition to those provided for in the Labour Code:

- Right to a day-off on birthdays, providing it coincides with a working day;
- Provision of exclusive parking spaces for pregnant employees;
- Granting of flexible working hours regimes to employees with family responsibilities;
- Distribution of Christmas presents to all the employees and their children aged up to 12 years old;
- Christmas baskets with Portuguese products for all employees;
- To celebrate the births of IMPRESA employees' babies, all fathers and mothers are given a Baby-Kit, which includes a set of essential daily care products for the newborn;
- Promotion of initiatives that promote greater interaction among employees and foster a feeling of belonging, through the creation of moments of conviviality and sharing;
- Regular pastimes with invitations to shows (theatre, concerts, conferences, football matches, etc.);
- Vaccination campaign against influenza;
- Since the issue of physical well-being and emotional health is one of IMPRESA's concerns, the company offers all employees health insurance that allows access to private health care at more affordable prices;
- Provision of medical services at the Paço de Arcos and Matosinhos facilities and also home medical assistance for employees and their families;
- Provision, to employees and direct relatives, of access to products and services at a lower price than the list price, through the establishment of protocols with entities that exercise their activity in areas such as banking, communications, children's services, aesthetics, gymnasiums, leisure, health, insurance and vehicles;
- Implementation of the Adaptative Regime that allows greater flexibility, well-being and guarantees greater balance between personal and professional life, which is reflected in a different impact on the degree of satisfaction of the employees.

## Human Rights

Respect for human and workers' rights is a *sine qua non* prerequisite of the IMPRESA Group, being the guiding principle in all its relations with its employees, investors, partners, suppliers, customers and consumers.



## 8. ECOLOGICAL FOOTPRINT AND COMMITMENT TO THE ENVIRONMENT

The Group's media outlets play a decisive role in disseminating information on environmental issues, and are important and assiduous promoters of debate and raising society's awareness of this topic, as explored in chapter 6. On the other hand, IMPRESA has also adopted a set of procedures and measures aimed at reducing, wherever possible, the impact of the actions of the Group's companies on the environment, particularly in terms of the energy efficiency of its facilities, the production of renewable energy and its purchasing policy.

Initiatives such as concentrating the Group's activities in the current facilities, as well as actions to increase the energy efficiency of infrastructures, have resulted in a reduction of more than 33% between 2017 and 2023.

To advise the Chief Executive Officer on the management of this pillar, an Environmental Sustainability Committee was created to ensure compliance with the Environmental Sustainability Management Policy approved by the Board of Directors. The Sustainability Director and the Executive Coordinator for Sustainability coordinate the process of gathering information from the different operational departments (such as the Purchasing and Infrastructure areas), defining, in conjunction with those departments, the objectives and implementation initiatives to suggest to the Board of Directors, as well as reporting in line with legal and regulatory requirements.

IMPRESA's actions are guided by the following principles:

- Integrate environmental management into operational management, in an ethical and responsible way;
- Comply with applicable legislation and regulations by participating, whenever possible, in studies dedicated to environmental sustainability in the media sector;
- Improve its environmental performance, seeking a gradual increase in eco-efficiency;
- Reduce the quantity of waste, based on the official declarations for the Integrated Environmental Licensing System (SiliAmb);
- Encourage the recycling of materials;
- Monitor and reduce, as far as possible, your ecological footprint;
- Promote awareness of good environmental practices among its stakeholders.

In accordance with its Code of Conduct, IMPRESA must adopt a socially responsible attitude in the community, engaging in close dialogue and adopting a conscious environmental sustainability policy, respecting the responsible use of available resources.

In 2023, the company had no record or notification of cases of non-compliance with environmental laws and/or regulations.



## 8.1. Sustainable Use of Resources

### 8.1.1. Materials

Main materials used, broken down by weight

	Unit	2023	2022	% var
<b>Renewable Materials</b>				
<b>Paper*</b>	Kg	2,351,678	2,363,086	-0.5%
<b>Wood</b>	Kg	3,420	4,980	-31.3%
<b>Non-Renewable Materials</b>				
<b>Plastic film</b>	Kg	152	142	7.3%

\*Paper used in Publishing production. Following the interpretation of the GRI 301 standard, the adjustment to the "Paper" figures shown in the table above, compared to the figures presented in 2022, is due to the fact that paper used during the year is now taken into account, rather than paper purchased.

### Material consumption control measures

Contribution to the Sustainable Development Goals (SDGs):



In 2023, the principle of avoiding packaging with plastic materials and the non-use of plastic credentials and the reduction of plastic in stationery and other support materials at events was maintained.

### Suppliers

In 2023, the purchase of paper from producers committed to good environmental practices (PEFC and FSC certifications) was continued.

**100% of the printing paper purchased is of FSC (Forest Stewardship Council) category and PEFC (Programme for the Endorsement of Forest Certification) origin.**

## 8.1.2. Energy

### Energy consumption within the organisation

	Unit	2023	2022	% var
<b>Renewable Fuels</b>		0	0	n.a.
<b>Non-Renewable Fuels</b>	<b>megajoules</b>	<b>7,933,526</b>	<b>7,506,559</b>	<b>5.7%</b>
<b>Diesel (Generating Sets)</b>	megajoules	45,742	41,392	10.5%
<b>Gas (Kitchen Equipment)</b>	megajoules	277,514	251,098	10.5%
<b>Diesel (Vehicles)</b>	megajoules	5,762,340	6,157,146	-6.4%
<b>Petrol (Vehicles)</b>	megajoules	1,847,930	1,056,922	74.8%
<b>Electricity consumption</b>	<b>megajoules</b>	<b>20,252,305</b>	<b>20,529,654</b>	<b>-1.4%</b>
<b>Purchased from the Distributor</b>	megajoules	19,561,954	19,869,605	-1.5%
<b>Solar Self-Generation</b>	megajoules	690,350	660,049	4.6%
<b>Heating consumption</b>	megajoules	0	0	n.a.
<b>Cooling consumption</b>	megajoules	0	0	n.a.
<b>Steam consumption</b>	megajoules	0	0	n.a.
<b>Electricity sold</b>	megajoules	0	0	n.a.
<b>Heating sold</b>	megajoules	0	0	n.a.
<b>Cooling sold</b>	megajoules	0	0	n.a.
<b>Steam sold</b>	megajoules	0	0	n.a.
<b>Total energy consumption</b>	<b>megajoules</b>	<b>28,185,830</b>	<b>28,036,212</b>	<b>0.5%</b>

Source: suppliers

Conversion: Energy conversion calculators (Energy Information Administration - EIA - Official Energy Statistics from the U.S. Government) [<https://www.eia.gov/energyexplained/units-and-calculators/energy-conversion-calculators.php>]

### Photovoltaic production in the IMPRESA Building

Contribution to the Sustainable Development Goals (SDGs):



In 2023, **690,350 megajoules of solar energy** were generated by the photovoltaic panels installed in the IMPRESA Building, in Paço de Arcos, which represents an **increase of 4.6% compared to that produced in 2022.**

## Energy intensity

	Unit	2023	2022	% var
<b>Energy intensity ratio</b>	megajoules/ M€	154,867	151,344	2.3%

**Organisation-specific metric (the denominator) chosen to calculate the rate:**

Turnover

**Types of energy included in the intensity ratio:**

All types of energy considered in the table “Energy consumption within the organisation”. To calculate the ratio, the energy consumed within the organisation was considered.

## Reduction of energy consumption

	Unit	2023	2022
<b>Consumption reductions</b>	Megajoules	0	-1,540,097

Conversion: Energy conversion calculators (Energy Information Administration - EIA - Official Energy Statistics from the U.S. Government) [<https://www.eia.gov/energyexplained/units-and-calculators/energy-conversion-calculators.php>]

**Types of energy included in the reductions:**

Non-Renewable Fuel and Electricity Consumption

**The basis used for calculating reductions in energy consumption, including justification:**

In 2022 (the first year of reporting based on the GRI 2021 Standards), the base year considered was 2017, considering that, from this year onwards, the Group carried out infrastructure unification projects and other initiatives with the aim of reducing consumption and increasing energy efficiency. However, in 2023, it was decided to adjust the reporting, which will now reflect consumption reductions on an annual basis, in order to match the accounting of consumption reductions, if any, with the reporting period ( $Consumption_n - Consumption_{n-1}$ ). In 2023, there were no reductions in consumption compared to 2022. In 2022, there was a reduction of 1,540,097 megajoules relative to 2021.

## Measures for the Control of Electricity Consumption

Contribution to the Sustainable Development Goals (SDGs):



A study is underway to increase the number of photovoltaic panels installed, in partnership with EDP, in order to expand the production capacity from renewable energy sources.

In 2023 the following actions continued to be carried out as routine measures:

- Detailed monthly examination of electricity consumption and taking of immediate measures to reduce consumption;
- Control of the number of lamps turned on in common areas and open spaces;



- Reduction of automatic lighting hours;
- Control of the minimum and maximum temperatures in air conditioning systems;
- Reduction of air conditioning hours and reduction of minimum and maximum temperatures by adapting them to weather changes.

In 2023, the “Small Attitudes Make a Difference” programme continued, with awareness-raising messages on small daily practices with an impact on consumption:

- Next to switches: “Turn off the light when leaving” (offices and meeting rooms);
- Next to printers: “Print only when necessary” and “Scan - don't print”;
- “Turn off computer and TV equipment when leaving”;
- “Keep the circulation doors closed” (temperature control).

With regard to the automobile fleet, the replacement of diesel vehicles with electric or plug-in hybrid vehicles has been implemented, limited by the response capacity of international supply chains.

### 8.1.3. Water

#### Water collection

	Unit	2023	2022	% var
<b>Total water collection</b>	Litres	8,333	8,614	-3.3%

Source: Supplier

#### Measures to control water consumption

Contribution to the Sustainable Development Goals (SDGs):



In 2023 the following actions continued to be carried out as routine measures:

- The reduction in water pressure was maintained;
- Distribution of individual mugs and bottles;
- The replacement of bottled water machines with tap water dispensers was maintained.

## 8.2. Climate Change: Pollution and Emissions of Greenhouse Gases (GHG)

### GHG emissions

	Unit	2023	2022	% var
Total scope 1 emissions	tonCO2eq	670	657	2.0%
Total scope 2 emissions (Market Based)	tonCO2eq	1,436	1,434	0.1%
Total scope 3 emissions*	tonCO2eq	993	863	n.a.

**\*Scope 3 emissions inventory in progress.** In 2022, category 1 emissions relating to the Publishing activity in banking were considered. In 2023, category 4 emissions (upstream transport and distribution) were added, also relating to the Publishing activity, data for which was not yet available in 2022, which partly explains the difference in total scope 3 emissions in 2023 compared to 2022, which is why the annual variation cannot be taken into account. In the 2022 figure, a double count of the energy consumption data of one of the service providers was also corrected.

**Gases included in the calculation:** CO2, CH4 and N2O

**Source of the emission factors and global warming potential (GWP) indices used or a reference to the GWP source:**

Portuguese Environment Agency (APA). *Greenhouse Gas Emission Factor for Electricity Produced in Portugal* [<https://apambiente.pt/clima/fator-de-emissao-de-gases-de-efeito-de-estufa-para-eletricidade-produzida-em-portugal>]

Portuguese Environment Agency (APA). *National Inventory of Emissions by Sources and Removal by Air Pollutant Sinks (INERPA)* [<https://apambiente.pt/clima/inventario-nacional-de-emissoes-por-fontes-e-remocao-por-sumidouros-de-poluente-atmosfericos>]

**Consolidation approach chosen for emissions:** *Greenhouse Gas Protocol*

### GHG Emission Intensity

	Unit	2023	2022	% var
GHG emissions intensity index	tonCO2eq/ M€	11.6	11.3	2.5%

**Specific metric (the denominator) chosen by the organisation to calculate this index:**

Turnover

**Types of GHG emissions included in the intensity index:** Scope 1 + Scope 2

**Gases included in the calculation:** CO2, CH4 and N2O



## Carbon Footprint Control Measures

Contribution to the Sustainable Development Goals (SDGs):



In addition to the measures already described in this chapter 8, in 2023 the study and development of the Scope 3 GHG emissions inventory continued, through the articulation and collection of data from suppliers of goods and services and based on the Greenhouse Gas Protocol's categorisation and calculation methodology.

The growing impacts and risks, the cross-cutting nature of all sectors, and the urgency of concrete initiatives by collective entities and individuals to mitigate climate change, have made reducing greenhouse gas emissions a priority for all organisations.

Media companies also have a responsibility to inform the public about the real and potential impacts of climate change, and to promote debate and raise awareness of the importance of the issue. In this sense, in order to maximise the positive impact of their activity, companies in the sector should set an example and commit themselves to targets for reducing their carbon footprint, whenever possible and in line with the pillars of social and financial sustainability.

In 2023, opportunities to reduce GHG emissions were identified and mapped, and implementation measures to be carried out over the next few years are under study.

The event commemorating the 50th anniversary of Expresso, which took place on 6 January 2023, was awarded the **Zero Carbon Certificate**, following the quantification of the greenhouse gas emissions resulting from its organisation and the respective compensation in forest area.



### 8.3. Waste Management

Contribution to the Sustainable Development Goals (SDGs):



In 2023 actions were implemented for a more efficient waste management, of which we highlight:

- Installation of ecopoints and elimination of individual waste bins;
- Encouraging the separation and recycling of waste, with selective collection containers (paper/cardboard, plastic and glass);
- Maintenance of the sending of waste for special treatment, such as batteries, cassettes, light bulbs and others, to entities certified in their treatment;
- Continued recovery by the Ponto Verde of plastic and paper packaging waste;
- Reuse of equipment and materials in event production;
- Encouraging the reduction of paper waste in printing offices and distributors.

In 2023, IMPRESA delivered **100% of its duly selected and separated waste** to entities specialised in waste collection and management.

### 8.4. Biodiversity Protection

Besides the broadcasting of content appealing to a greater awareness and protection of biodiversity, such as the news stories and reports on this subject mentioned in Chapter 6, and the weekly programme “Vida Selvagem” [Wildlife], no other specific actions for the protection of biodiversity were carried out, although the protection of biodiversity is a positive consequence of the other measures to minimise environmental impact, listed above.



## 8.5. Green Taxonomy Regulations

Due to the entry into force of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 (the Taxonomy Regulations), issuers required to disclose non-financial information will now have to provide information on how and to what extent the company's activities are associated with economic activities that qualify as environmentally sustainable. In this way, it defined a framework to facilitate sustainable investment.

The Taxonomy is a list of economic activities recognised as green by the EU. The Statistical Classification of Economic Activities in the European Community (NACE) is used, supplemented by the creation of new categories when it is not precise enough.

In 2021, the EU published a catalogue of sustainable activities for two environmental objectives:

- Climate change mitigation; and
- Adaptation to climate change.

At the end of 2023, along with an amendment to the catalogue of sustainable activities relating to the above objectives, the EU published new catalogues of sustainable activities relating to the remaining four environmental objectives:

- Sustainable use and protection of water and marine resources;
- Transition to a circular economy;
- Pollution prevention and control; and
- Protection and restoration of biodiversity and ecosystems.

To assess whether an activity is eligible, it is necessary to check whether or not the activity is described in Annexes I or II of Commission Delegated Regulation (EU) 2021/2139, Annexes I or II of Commission Delegated Regulation (EU) 2023/2485 amending Annexes I and II of Commission Delegated Regulation (EU) 2021/2139, respectively, or Annexes I, II, III or IV of Commission Delegated Regulation (EU) 2023/2486.

Eligible activities can be further broken down according to the main objective they seek to achieve:

- Substantial contribution to climate change mitigation (MAC) (Annex I to Commission Delegated Regulation (EU) 2021/2139; Annex I to Commission Delegated Regulation (EU) 2023/2485 amending Annex I to Commission Delegated Regulation (EU) 2021/2139; Article 10 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020);
- Substantial contribution to climate change adaptation (AAC) (Annex II of Commission Delegated Regulation (EU) 2021/2139; Annex II of Commission Delegated Regulation (EU) 2023/2485 amending Annex II of Commission Delegated Regulation (EU) 2021/2139; Article 11 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020);



- Substantial contribution to the sustainable use and protection of water and marine resources (RHM) (Annex I of Commission Delegated Regulation (EU) 2023/2486; Article 12 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020);
- Substantial contribution to the transition to a circular economy (CE) (Annex II of Commission Delegated Regulation (EU) 2023/2486; Article 13 of Regulation (EU) of the European Parliament and of the Council of 18 June 2020);
- Substantial contribution to pollution prevention and control (PCP) (Annex III of Commission Delegated Regulation (EU) 2023/2486; Article 14 of Regulation (EU) of the European Parliament and of the Council of 18 June 2020);
- Substantial contribution to the protection and restoration of biodiversity and ecosystems (BIO) (Annex IV of Commission Delegated Regulation (EU) 2023/2486; Article 15 of Regulation (EU) of the European Parliament and of the Council of 18 June 2020).

For an activity to be considered eligible, it only needs to fall into one of these categories, although it can also fall into more than one.

An economic activity is qualified as environmentally sustainable and therefore aligned if:

- It substantially contributes to one or more of the environmental objectives established in the Taxonomy;
- It does not significantly harm any of the other environmental objectives ('Does Not Significantly Harm' - DNSH);
- It is exercised in accordance with minimum safeguards; and
- It meets the technical assessment criteria that have been established for this activity.

## Eligible activities

The analysis of eligible activities carried out in 2022 was revised, based on the information in the mapping table of industry classification systems published by the European Union and compiled within the framework of the “Platform on Sustainable Finance” and based on a peer sector benchmark study, with the aim of better aligning with market practices. As a result, in 2023, five activities identified by the IMPRESA Group in the previous financial year were maintained and MAC 7.4, AAC 8.4 and AAC 13.1 were added. Activity MAC 7.6 was identified in the 2022 financial year but is not eligible for the IMPRESA Group in 2023.

### Eligible Activities

<b>MAC 7.3</b>	Installation, maintenance and repair of energy efficient equipment
<b>MAC 7.4</b>	Installation, maintenance and repair of electric vehicle charging stations mounted in buildings (and car parking spaces associated with buildings)



<b>MAC 7.5</b>	Installation and repair of energy performance regulation and monitoring devices
<b>AAC 8.3</b>	Programming and broadcasting activities
<b>AAC 8.4</b>	Software for managing climate-related physical risks and adapting to them
<b>AAC 9.1</b>	Engineering activities and related technical consultancy in the area of climate change adaptation
<b>AAC 13.1</b>	Creative activities and arts and shows
<b>AAC 13.3</b>	Film, video, and television programme production activities, sound recording, and musical editing

The IMPRESA Group's activities that fall within the scope of eligible activities correspond to the activities of SIC, GMTS, live events and shows, the installation of energy-efficient equipment, the installation of energy performance regulation and monitoring devices, the installation of electric vehicle charging stations, as well as INFOPORTUGAL's cartography services.

Given that this phase of the Taxonomy emphasises the most carbon-intensive industries and green energy, not all of the IMPRESA Group's activities are yet included in the Annexes to the Delegated Regulations. The activities that cannot therefore be included in the eligible activities essentially correspond to the Publishing segments, namely newspaper publishing, circulation and advertising in Expresso.

## Proportion of eligible activities

The aggregate figures for eligible activities are as follows:

	Total	Eligible Activities		Non-Eligible Activities	
	Value (€)	Value (€)	%	Value (€)	%
<b>Revenue</b>	€ 182,004,192	€ 154,299,476	84.8%	€ 27,704,716	15.2%
<b>Capex</b>	€ 2,881,388	€ 1,095,176	38.0%	€ 1,786,212	62.0%
<b>Opex</b>	€ 4,760,259	€ 102,040	2.1%	€ 4,658,219	97.9%

As defined by the Taxonomy, the figures reported were calculated in accordance with the IMPRESA Group's consolidated accounts.

The figures shown in the first column of the table above (denominator for calculating the ratio of eligible activities) were determined as follows:



- **Revenue (€ 182,004,192):** Corresponds to the consolidated amount of provision of services, sales and other operating income, determined on the basis of the consolidated financial statements as at 31 December 2023;
- **CAPEX (€ 2,881,388):** Corresponds to the sum of the acquisitions of tangible assets and intangible assets made in 2023, as disclosed in notes 18 and 19 to the consolidated financial statements;
- **OPEX (€ 4,760,259):** Corresponds to the following expenses determined on the basis of the consolidated financial statements as at 31 December 2023:
  - Expenditure on the renovation and maintenance of buildings and other facilities;
  - Expenditure on maintenance and repair of equipment for monitoring and regulating energy consumption and temperature control;
  - Other costs directly related to the maintenance of tangible fixed assets.

## Proportion of eligible activities

The IMPRESA Group's activities identified as aligned contribute significantly to the goal of mitigating climate change as well as to the goal of adapting to climate change. The criteria of “Do Not Significantly Harm” (DNSH) were also assessed, as well as the fulfilment of the minimum safeguards.

In this year's financial year, as in the previous one, the revenue for activities AAC 8.3, AAC 13.1 and AAC 13.3 is reported collectively, since it is not prudently possible to report the amounts separately, thus avoiding double counting. The same also applied to reporting the alignment of these activities in terms of CAPEX and OPEX.

With regard to AAC 8.4 and AAC 9.1, the same reporting method was used, with the reporting of the alignment of these activities as a proportion of revenue, CAPEX and OPEX being reported together.

The figures classified as aligned essentially correspond to the movements associated with INFOPORTUGAL's activities in the production of software that enables the management of physical risks and associated technical consultancy in the field of adaptation to climate change.

In this case, the CAPEX figures are also added to the figures corresponding to the installation of electric vehicle charging stations in the buildings themselves.

The OPEX figures classified as aligned also include measures to restore the façade of the Impresa Building to repair pathologies and improve insulation, and the purchase of sensors to monitor and regulate energy consumption and temperature control.



Here is a summary of the evaluation carried out for each of the eligible activities:

Eligible Activities	
<b>MAC 7.3</b>	<p>Installation, maintenance and repair of energy efficient equipment</p> <p>The OPEX associated with this activity corresponds to measures to restore the façade of the Impresa Building to repair pathologies and increase insulation. This activity was considered to be 100% aligned.</p>
<b>MAC 7.4</b>	<p>Installation, maintenance and repair of electric vehicle charging stations mounted in buildings (and car parking spaces associated with buildings)</p> <p>The CAPEX associated with this activity corresponds to the acquisition of electric vehicle charging station sensors. This activity was considered to be 100% aligned.</p>
<b>MAC 7.5</b>	<p>Installation and repair of energy performance regulation and monitoring devices</p> <p>The OPEX associated with this activity corresponds to the purchase of sensors for monitoring and regulating energy consumption and temperature control. This activity was considered to be 100% aligned.</p>
<b>AAC 8.3</b>	<p>Programming and broadcasting activities</p> <p>This activity will be fully reported as non-aligned because the Group's activity does not fulfil the criteria for substantial contribution to climate change adaptation.</p>
<b>AAC 8.4</b>	<p>Software for managing climate-related physical risks and adapting to them</p> <p>The revenues associated with this activity are mainly related to the production of Geographic Information Systems software, using open source code, which allows geographic information to be manipulated and made available. These products help in the preparation of environmental impact studies and climate change mitigation studies. This activity was considered to be 100% aligned.</p>
<b>AAC 9.1</b>	<p>Engineering activities and related technical consultancy in the area of climate change adaptation</p> <p>The revenues associated with this activity are mainly related to the production of cartography and aerial photography, which serve as the basis for environmental impact studies and climate change mitigation studies. In addition, it was verified that the activity fulfils the requirements of the DNSH on Climate Change Mitigation, DNSH on Sustainable Use and Protection of Water and Marine Resources. This activity was considered to be 100% aligned.</p>
<b>AAC 13.1</b>	<p>Creative activities and arts and shows</p> <p>This activity will be fully reported as non-aligned because the Group's activity does not fulfil the criteria for substantial contribution to climate change adaptation.</p>
<b>AAC 13.3</b>	<p>Film, video, and television programme production activities, sound recording, and musical editing</p> <p>This activity will be fully reported as non-aligned because the Group's activity does not fulfil the criteria for substantial contribution to climate change adaptation.</p>

## Minimum Safeguards

Article 18 of Taxonomy (Regulation (EU) 2020/852) refers to the concept of Minimum Safeguards as “the procedures applied by the company carrying out an economic activity with a view to ensuring alignment with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the International Labour Organisation Declaration on Fundamental Principles and Rights at Work and the International Bill of Human Rights.

In October 2022, the Sustainable Finance Platform identified, in the report “Final Report on Minimum Safeguards”, the main issues to be considered in this matter: Human Rights (including workers' rights), Corruption/Bribery, Taxation and Fair Competition.

### **Human Rights**

With regard to Human Rights, the IMPRESA Group is governed by the best international practices, and respect for human rights is a sine qua non condition of the IMPRESA Group, being the guiding point in all its relations with workers, investors, partners, suppliers, clients and consumers.

Within the scope of the media activity, the Group's media have their own Editorial Statutes and Codes of Journalistic Conduct, listed in chapter 3.1. Editorial Responsibility, Journalistic Ethics and Pluralism in the Sustainability Report, which reflect the main ethical, deontological and legal norms applied to the exercise of the journalistic profession, and specifically refer to the exclusion of any incitement to commit crimes or violate fundamental human rights. The Editorial Statutes and Codes of Conduct also establish, as cornerstones and objectives of the actions of SIC and Espresso journalists, the defence of freedom of expression, freedom of information, democracy and peace, as well as the promotion of a healthy environment that does not endanger future generations and ensures the protection of the language and historical heritage of the country.

Relations with employees and the Group's initiatives to promote their well-being, safety and equal opportunities are also described in more detail in chapter 7. Impresa People, as well as in the Group's Plan for Equality, published annually. It provides for the development of measures and actions that promote conditions of professional insertion and career development in equal circumstances for men and women, encouraging the elimination of any gender discrimination and promoting practices that facilitate the conciliation between family and personal life and professional life.



## **Bribery and Corruption**

Within the scope of the various activities carried out, a series of regulations and policies are in force that define the adoption of the best governance practices and the procedures for the smooth functioning of the companies that constitute the Group IMPRESA. With regard to the risk of corruption, we highlight the Policy for the Assessment and Control of Transactions with Related Parties and the Plan for the Prevention of Risks of Corruption and Related Offences. Chapter 3 of the Plan for the Prevention of Corruption Risks and Related Offences defines the control mechanism for the prevention of corruption and related offences.

## **Taxation**

The IMPRESA Group has developed appropriate strategies and processes for tax risk management. In 2020, the Board of Directors approved the Risk Management Policy of IMPRESA, reviewed in 2022, in which the Group proposes to pursue assertive risk management suited to its corporate profile, aimed at safeguarding the Group's interests and meeting the legitimate expectations of its stakeholders.

## **Fair Competition**

The IMPRESA Group has drawn up a Code of Conduct that emphasises the importance of complying with the law and the rules that govern the market in a fair manner. Chapter 4.4 emphasises the need to promote fair competition, guaranteeing respect for the property rights, both material and intellectual, of the company and its competitors. In addition, the code encourages the establishment of cordial relations with competitors, valuing honesty, mutual respect, confidentiality of information and the protection of business secrets.

The IMPRESA Group has assessed compliance with the requirements of the minimum safeguards, taking into account the guidelines presented in the "Platform on Sustainable Finance". In this sense, and taking into account that there were no relevant legal proceedings in this context at the time this report was finalised, it was concluded that the IMPRESA Group's activities are carried out in accordance with the principles of minimum safeguards.

More information on the processes and practices implemented in the areas related to minimum safeguards can be found in the Corporate Governance Report and in chapter 2 of the Sustainability Report.

The IMPRESA Group continues to endeavour to improve its policies and procedures to better align them with the OECD Guidelines for Multinational Enterprises and the United Nations Principles on Business and Human Rights.

## Proportion of turnover of aligned activities in 2023

Exercício Financeiro: 2023				Critérios de Contributo Substancial							Critérios NPS ("Não Prejudicar Significativamente")							Proporção do volume de negócios Alinhado pela taxonomia (A.1.) ou elegível para a taxonomia (A.2.), 2022	Categoria - Atividade capacitante	Categoria - Atividade de transição
Atividades Económicas	Código	Volume de negócios	Proporção do volume de negócios, 2023	Mitigação das Alterações Climáticas (MAC)	Adaptação às Alterações Climáticas (AAC)	Água (RHM)	Poluição (PCP)	Economia Circular (EC)	Ecosistemas (BIO)	Mitigação das Alterações Climáticas (MAC)	Mitigação das Alterações Climáticas (MAC)	Adaptação às Alterações Climáticas (AAC)	Água (RHM)	Poluição (PCP)	Economia Circular (EC)	Ecosistemas (BIO)	Salvaguardas Mínimas			
Totais	Textos	€	%	S/N/NEL	S/N/NEL	S/N/NEL	S/N/NEL	S/N/NEL	S/N/NEL	S/N	S/N	S/N	S/N	S/N	S/N	S/N	S/N	%	C	T
<b>A. ATIVIDADES ELEGÍVEIS PARA A TAXONOMIA</b>																				
<b>A.1. Atividades sustentáveis do ponto de vista ambiental (Alinhadas pela Taxonomia)</b>																				
Atividades de engenharia e consultoria técnica associada ao domínio da adaptação às alterações climáticas																				
AAC 9.1		1.537.405 €	0,8%	N/EL	S	N/EL	N/EL	N/EL	N/EL	S			S	N/A	N/A	N/A	S	0%	C	
AAC 8.4				N/EL	S	N/EL	N/EL	N/EL	N/EL	N/A			N/A	N/A	N/A	N/A	S		C	
Volume de negócios das atividades sustentáveis do ponto de vista ambiental (Alinhadas pela Taxonomia) (A.1.)		1.537.405 €	0,8%	0%	0,8%	0%	0%	0%	0%	S	S	S	S	S	S	S	S	0%		
Das quais, capacitantes		1.537.405 €	0,8%	0%	0,8%	0%	0%	0%	0%	S	S	S	S	S	S	S	S	0%	C	
Das quais, de transição		- €	0,0%	0%						S	S	S	S	S	S	S	S	0%		T
<b>A.2. Atividades elegíveis para a taxonomia mas não sustentáveis do ponto de vista ambiental (atividades Não Alinhadas pela Taxonomia)</b>																				
Atividades de programação e de radiodifusão																				
AAC 8.3		152.762.071 €	83,9%	EL/NEL	EL/NEL	EL/NEL	EL/NEL	EL/NEL	EL/NEL									84,8%		
Atividades criativas e artes e espetáculos				AAC 13.1	N/EL	EL	N/EL	N/EL	N/EL	N/EL	N/EL									
Atividades de produção de filmes, vídeos e programas de televisão, gravação de som e edição musical				AAC 13.3	N/EL	EL	N/EL	N/EL	N/EL	N/EL	N/EL									
Volume de negócios das atividades elegíveis para a taxonomia mas não sustentáveis do ponto de vista ambiental (atividades Não Alinhadas pela Taxonomia) (A.2.)		152.762.071 €	83,9%	0%	83,9%	0%	0%	0%	0%									85,5%		
Volume de negócios das atividades elegíveis para a Taxonomia (A.1. + A.2.)		154.299.476 €	84,8%	0%	84,8%	0%	0%	0%	0%									85,5%		
<b>B. ATIVIDADES NÃO ELEGÍVEIS PARA A TAXONOMIA</b>																				
Volume de negócios das atividades não elegíveis para a taxonomia		27.704.716 €	15,2%																	
<b>TOTAL</b>		<b>182.004.192 €</b>	<b>100%</b>																	

Proportion of turnover/Total turnover		
	Aligned by taxonomy, by objective	Eligible for taxonomy, by objective
MAC	0%	0%
AAC	0.8%	84.8%
RHM	0%	0%
EC	0%	0%
PCP	0%	0%
BIO	0%	0%

The Group's aligned activities represent 0.8 per cent (2022: 0%) of total consolidated revenue and 1% (2022: 0%) of the revenue from eligible activities. The Group's eligible activities account for 84.8% (2022: 85.5%) of total consolidated revenue.

IMPRESA Group has not identified activities within the scope of the operations of the Group companies that are eligible for the climate change mitigation objective. With regard to the Adaptation to Climate Change objective, the following eligible activities were identified, under the terms of the Taxonomy Regulation:

- Programming and broadcasting activities (AAC 8.3);
- Creative activities and arts and shows (AAC 13.1);
- Film, video, and television programme production activities, sound recording, and musical editing (AAC 13.3);
- Software for managing and adapting to climate-related physical risks (AAC 8.4); and
- Engineering and technical consultancy activities related to climate change (AAC 9.1).



For the purposes of alignment, although the Group follows the recommendations and good environmental management practices described in chapter 8 of the Sustainability Report, given the detail and some degree of subjectivity in the interpretation and application of some of the technical evaluation criteria of “Substantial Contribution” and “Do No Significant Harm”, the Group considered that it does not have all the technical information required to confirm the alignment of activities AAC 8.3, AAC 13.1 and AAC 13.3 , opting to consider these activities eligible under the Turnover Indicator as not aligned for the 2023 financial year.

Regarding the Publishing area, the IMPRESA Group regrets that it has not yet been considered for eligibility following the updates to the Taxonomy Regulation.

### Proportion of CAPEX related to aligned activities in 2023

Exercício Financeiro: 2023				Critérios de Contributo Substantial							Critérios NPS ("Não Prejudicar Significativamente")							Proporção de CapEx Alinhado pela taxonomia (A.1.) ou elegível para a taxonomia (A.2.), 2022	Categoria - Atividade capacitante	Categoria - Atividade de transição		
Atividades Económicas	Código	CapEx	Proporção de CapEx, 2023	Mitigação das Alterações Climáticas (MAC)	Adaptação às Alterações Climáticas (AC)	Água (RHM)	Polluição (PCP)	Economia Circular (EC)	Ecosistemas (BIO)	Mitigação das Alterações Climáticas (MAC)	Adaptação às Alterações Climáticas (AC)	Água (RHM)	Polluição (PCP)	Economia Circular (EC)	Ecosistemas (BIO)	Salvaguardas Mínimas	%				C	T
<b>A. ATIVIDADES ELEGÍVEIS PARA A TAXONOMIA</b>																						
<b>A.1. Atividades sustentáveis do ponto de vista ambiental (Alinhadas pela Taxonomia)</b>																						
Instalação, manutenção e reparação de postos de carregamento de veículos elétricos montados em edifícios (e lugares de estacionamento associados a edifícios)	MAC 7.4	89.640 €	3,1%	S	N/EL	N/EL	N/EL	N/EL	N/EL			S	NA	NA	NA	NA	S	14,4%	C			
Atividades de engenharia e consultoria técnica associada no domínio da adaptação as alterações climáticas	AAC 9.1	20.932 €	0,7%	N/EL	S	N/EL	N/EL	N/EL	N/EL	S		S	NA	NA	NA	NA	S	0%	C			
Software que permite a gestão de riscos físicos associados ao clima e a adaptação aos mesmos	AAC 8.4			N/EL	S	N/EL	N/EL	N/EL	N/EL	NA		NA	NA	NA	NA	NA	NA	S	0%	C		
<b>CapEx das atividades sustentáveis do ponto de vista ambiental (Alinhadas pela Taxonomia) (A.1.)</b>		<b>110.572 €</b>	<b>3,8%</b>	<b>3,1%</b>	<b>0,7%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>S</b>	<b>S</b>	<b>S</b>	<b>S</b>	<b>S</b>	<b>S</b>	<b>S</b>	<b>S</b>	<b>30,0%</b>				
Das quais, capacitantes		110.572 €	3,8%	3,1%	0,7%	0%	0%	0%	0%	S	S	S	S	S	S	S	S	30,0%	C			
Das quais, de transição		- €	0,0%	0%						S	S	S	S	S	S	S	S	0%		T		
<b>A.2. Atividades elegíveis para a taxonomia mas não sustentáveis do ponto de vista ambiental (atividades Não Alinhadas pela Taxonomia)</b>																						
Atividades de programação e de radiodifusão	AAC 8.3	984.604 €	34,2%	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL									0%				
Atividades criativas e artes e espetáculos	AAC 13.1			N/EL	EL	N/EL	N/EL	N/EL	N/EL	N/EL												
Atividades de produção de filmes, vídeos e programas de televisão, gravação de som e edição musical	AAC 13.3			N/EL	EL	N/EL	N/EL	N/EL	N/EL	N/EL												
<b>CapEx das atividades elegíveis para a taxonomia mas não sustentáveis do ponto de vista ambiental (atividades Não Alinhadas pela Taxonomia) (A.2.)</b>		<b>984.604 €</b>	<b>34,2%</b>	<b>0%</b>	<b>34,2%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>									<b>0%</b>				
<b>CapEx das atividades elegíveis para a Taxonomia (A.1. + A.2.)</b>		<b>1.095.176 €</b>	<b>38,0%</b>	<b>3,1%</b>	<b>34,9%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>									<b>30,0%</b>				
<b>B. ATIVIDADES NÃO ELEGÍVEIS PARA A TAXONOMIA</b>																						
CapEx das atividades não elegíveis para a taxonomia		1.786.212 €	62,0%																			
<b>TOTAL</b>		<b>2.881.388 €</b>	<b>100,0%</b>																			

Proportion of CAPEX/total CAPEX		
	Aligned by taxonomy, by objective	Eligible for taxonomy, by objective
MAC	3.1%	3.1%
AAC	0.7%	34.9%
RHM	0%	0%
EC	0%	0%
PCP	0%	0%
BIO	0%	0%

As explained in the Commission Communication on the interpretation of certain legal provisions of the Delegated Disclosure Regulation under Article 8 of the UE Taxonomy Regulations on reporting on eligible economic activities and assets of 6 October 2022, with regard to information on eligible capital expenditure (CAPEX) in accordance with Annex I, point 1.1.3.2, of the Delegated Disclosure Regulation, reporting focuses on three categories of CAPEX:

- a) CAPEX that is related to assets or processes corresponding to taxonomy-eligible economic activities;
- b) CAPEX that is part of a plan to expand Taxonomy-eligible economic activities or that allows Taxonomy-eligible economic activities to become Taxonomy-aligned; and/or
- c) CAPEX as referred to in Annex I, point 1.1.2.2, category (c) of the Delegated Regulation on Disclosure, related to the acquisition of the output of taxonomically eligible economic activities and to individual measures enabling the transformation of the activities concerned into low-carbon activities or leading to greenhouse gas emission reductions, in particular those activities listed in Annex I, points 7.3 to 7.6 of the Delegated Regulation on Climate Taxonomy, as well as with other economic activities listed in the delegated acts pursuant to Article 10(3), Article 11(3), Article 12(2), Article 13(2), Article 14(2) and Article 15(2) of the Taxonomy Regulation.

For category c) of CAPEX, the assessment focuses on production and individual measurements. It does not focus on the targeted economic activity in relation to which the expenses are incurred. Entities must assess whether expenses should be considered:

- An acquisition of the production of an activity eligible for Taxonomy; or
- An individual measure to improve energy efficiency included in the Taxonomy.

In view of the above, the CAPEX of the aligned activities represents 3.8% (2022: 30.0%) of total consolidated CAPEX and 10.1% (2022: 100%) of the CAPEX of eligible activities. The Group's eligible activities account for 38.0% (2022: 30.0%) of total consolidated CAPEX.

In this sense, in the case of the IMPRESA Group, all the CAPEX associated with the purchase and installation of electric vehicle chargers at the Group's facilities, a project that began in 2022, was considered for the purposes of eligibility and alignment with the Climate Change Mitigation objective, reflected in MAC activity 7.4. However, in the report for 2022, the CAPEX associated with the installation of the remaining chargers was considered ineligible, and this year the eligible and aligned CAPEX was recalculated to ensure comparability between 2022 and 2023.

In 2023, there were no purchases related to energy-efficient equipment or solar panels, so MAC 7.3 and MAC 7.6, respectively, were disregarded from the CAPEX report, unlike in 2022.



In addition, reflecting the Group's growing level of transparency and reporting capacity, it was possible in the 2023 financial year to analyse the CAPEX associated with Core activities (AAC 8.1, AAC 13.1, AAC 13.3) and Turnover generators. The CAPEX associated with these activities includes, among other things, the acquisition of videography equipment and devices, the acquisition of intercom equipment for the studios and recording equipment. Unlike the case of MAC activity 7.4, it was not possible to recalculate CAPEX for the 2022 financial year to ensure comparability. This is where the significant differences between the CAPEX reported as eligible and aligned between the financial years 2022 and 2023 come from.

## Proportion of OPEX related to aligned activities in 2023

Exercício Financeiro: 2023				Critérios de Contributo Substancial							Critérios NPS ("Não Prejudicar Significativamente")							Proporção de OpEx Alinhado pela taxonomia (A.1.) ou elegível para a taxonomia (A.2.), 2022	Categoria - Atividade capacitante	Categoria - Atividade de transição
Atividades Económicas	Código	OpEx	Proporção de OpEx, 2023	Mitigação das Alterações Climáticas (MAC)	Adaptação às Alterações Climáticas (RHM)	Poluição (PCP)	Economia Circular (EO)	Ecosistemas (BIO)	Mitigação das Alterações Climáticas (MAC)	Adaptação às Alterações Climáticas (RHM)	Poluição (PCP)	Economia Circular (EO)	Ecosistemas (BIO)	Salvaguardas Mínimas	%	C	T			
<b>A. ATIVIDADES ELEGÍVEIS PARA A TAXONOMIA</b>																				
<b>A.1. Atividades sustentáveis do ponto de vista ambiental (Alinhadas pela Taxonomia)</b>																				
Instalação, manutenção e reparação de equipamentos dotados de eficiência	MAC 7.3	39.281 €	0,8%	S	N	N/EL	N/EL	N/EL		S	NA	S	NA	NA	S	5,4%	C			
Instalação e reparação de dispositivos de regulação e monitorização de desempenho energético	MAC 7.5	13.325 €	0,3%	S	N	N/EL	N/EL	N/EL		S	NA	NA	NA	NA	S	1,2%	C			
Atividades de engenharia e consultoria técnica associada no domínio da adaptação às alterações climáticas	AAC 9.1	49.434 €	1,0%	N/EL	S	N/EL	N/EL	N/EL	S		S	NA	NA	NA	S	0%	C			
Software que permite a gestão de riscos físicos associados ao clima e a adaptação aos mesmos	AAC 9.4			N/EL	S	N/EL	N/EL	N/EL	NA		NA	NA	NA	NA	NA	S	0%	C		
<b>OpEx das atividades sustentáveis do ponto de vista ambiental (Alinhadas pela Taxonomia) (A.1.)</b>		<b>102.040 €</b>	<b>2,1%</b>	<b>1,1%</b>	<b>1,0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>S</b>	<b>S</b>	<b>S</b>	<b>S</b>	<b>S</b>	<b>S</b>	<b>S</b>	<b>6,6%</b>				
Das quais, capacitantes		102.040 €	2,1%	1,1%	1,0%	0%	0%	0%	S	S	S	S	S	S	S	6,6%	C			
Das quais, de transição		- €	0,0%	0%					S	S	S	S	S	S	S	0%		T		
<b>A.2. Atividades elegíveis para a taxonomia mas não sustentáveis do ponto de vista ambiental (atividades Não Alinhadas pela Taxonomia)</b>																				
OpEx das atividades elegíveis para a taxonomia mas não sustentáveis do ponto de vista ambiental (atividades Não Alinhadas pela Taxonomia) (A.2.)		- €	0,0%	0%	0%	0%	0%	0%								0%				
<b>OpEx das atividades elegíveis para a Taxonomia (A.1. + A.2.)</b>		<b>102.040 €</b>	<b>2,1%</b>	<b>1,1%</b>	<b>1,0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>								<b>6,6%</b>				
<b>B. ATIVIDADES NÃO ELEGÍVEIS PARA A TAXONOMIA</b>																				
OpEx das atividades não elegíveis para a taxonomia		4.658.219 €	97,9%																	
<b>TOTAL</b>		<b>4.760.259 €</b>	<b>100,0%</b>																	

Proportion of OPEX/total OPEX		
	Aligned by taxonomy, by objective	Eligible for taxonomy, by objective
MAC	1.1%	1.1%
AAC	1.0%	1.0%
RHM	0%	0%
EC	0%	0%
PCP	0%	0%
BIO	0%	0%

The reporting of operating expenses (OPEX) followed the same approach as the reporting of capital expenses (CAPEX).

The OPEX of aligned activities represents 2.1 per cent (2022: 6.6%) of total OPEX and 100% (2022: 100%) of the OPEX of eligible activities. The Group's eligible activities account for 2.1% (2022: 6.6%) of total OPEX.



For the purposes of eligibility and alignment with the Climate Change Mitigation objective, operational expenses related to the renovation of the façade of the Impresa Building and the costs of installing, maintaining and repairing energy performance regulation and monitoring devices were taken into account. Within the scope of the Climate Change Adaptation objective, the operational expenses related to INFOPORTUGAL's mapping activities, among others, were taken into account.

Finally, it has not yet been possible to make an assessment of the operating expenses related to the IMPRESA Group's Core activities (AAC 8.1, AAC 13.1 and AAC 13.3), so, as in 2022, the OPEX related to these activities will be reported as ineligible.

### Global Reporting Initiative (GRI) Content Summary

<b>Statement of use</b>	IMPRESA- Sociedade Gestora de Participações Sociais, S.A. reported the information mentioned in this GRI content summary for the period from 1 January 2023 to 31 December 2023 based on the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Fundamentals 2021

GRI indicator	Content	Location	CMVM Model Correspondence	ODS Correspondence
<b>GRI 2: General Contents</b>				
2-1	Details of the organisation	Sustainability Report "1. About the Report"	A - Introduction	
2-2	Entities included in the organisation's sustainability report	Sustainability Report "1. About the Report" Notes to the Consolidated Financial Statements as at 31 December 2023		
2-3	Reporting period, frequency, and point of contact	Sustainability Report "1. About the Report"		
2-4	Information reformulations	Sustainability Report "1. About the Report"		
2-5	External verification	Sustainability Report "1. About the Report"		
	Group Structure, Values, Mission and Brands	Sustainability Report "2. About Impresa"	B. Business Model	
	Risk Management	Sustainability Report "2. About Impresa"	C. Main Risk Factors	
2-7	% Employees	Sustainability Report "7. Impresa People"	D. iii. Workers and Equality between Gender and No Discrimination	



2-9	Governance structure and its composition	Sustainability Report "2. About Impresa" Corporate Governance Report	
2-10	Appointment and selection for the highest governing body	Corporate Governance Report	
2-11	Chairman of the highest governing body	Corporate Governance Report	
2-14	Role played by the highest governing body in reporting sustainability	Sustainability Report "2. About Impresa"	
2-15	Conflicts of interest	Corporate Governance Report	
2-16	Reporting critical concerns	Sustainability Report "2. About Impresa" Corporate Governance Report	
2-19	Remuneration policies	Corporate Governance Report	
2-20	Process for determining remuneration	Corporate Governance Report	
2-22	Statement on the sustainable development strategy	Sustainability Report "Message from the CEO"	
2-25	Processes to repair negative impacts	Sustainability Report "2. About Impresa" Regulations on Procedures to be Adopted for Reporting Irregularities	
2-26	Mechanisms for counselling and raising concerns	Sustainability Report "2. About Impresa" Regulations on Procedures to be Adopted for Reporting Irregularities	
2-27	Compliance with laws and regulations	Sustainability Report "2. About Impresa"	
2-28	Participation in associations	Sustainability Report "2. About Impresa"	
2-29	Stakeholder engagement	Sustainability Report "2. About Impresa"	D. i. Social and Tax Policies

GRI/ SASB* indicator	Content	Location	CMVM Model Correspondence	ODS Correspondence
<b>GRI 3: Material Topics</b>				
GRI 3-1	Process for defining material topics	Sustainability Report "2. About Impresa"		
GRI 3-2	List of topics Materials	Sustainability Report "2. About Impresa"		



GRI 3-3	Management of topics:			
G4-PR-M2 SV-ME-260a.2 SV-ME-270a.3	Editorial Responsibility and Journalistic Ethics	Sustainability Report "3. For a more competitive, independent and pluralist sector"		16
SV-ME-260a.2	Pluralism of Contents	Sustainability Report "2. About Impresa" "3. For a more competitive, independent and pluralist sector"		10, 16
G4-PR-M7	Promoting Media Literacy and Fact-Checking	Sustainability Report "3. For a more competitive, independent and pluralist sector"		16
G4-PR-M4	Content Accessibility	Sustainability Report "3. For a more competitive, independent and pluralist sector"		10, 16
SV-ME- 520a.1	Intellectual Property Protection	Sustainability Report "3. For a more competitive, independent and pluralist sector"		8, 16
418-1	Information Security	Sustainability Report "4. For a digital and multiplatform positioning"		8, 16
2-7	Conditions of Employment	Sustainability Report "7. Impresa People"	D. iii. Workers, Gender Equality and Non-Discrimination D. iv. Human Rights	8
GRI 403-3 GRI 403-5 GRI 403-6	Health and Safety at Work	Sustainability Report "7. Impresa People"	D. iii. Workers, Gender Equality and Non-Discrimination	3
GRI 404-2	Training and Development of Human Capital	Sustainability Report "7. Impresa People"	D. iii. Workers, Gender Equality and Non-Discrimination	4
GRI 406-1	Diversity and Equal Opportunities	Sustainability Report "7. Impresa People"	D. iii. Workers, Gender Equality and Non-Discrimination	5, 8, 10
	Transparency and Corporate Governance Practices	Sustainability Report "2. About Impresa" Corporate Governance Report	D. V. Combating Corruption and Attempted Bribery	16
GRI 301-1	Materials	Sustainability Report "8. Ecological Footprint and Commitment to the Environment"	D. i. Environmental Policies	12



GRI 302-1 GRI 302-3 GRI 302-4	Energy	<b>Sustainability Report</b> "8. Ecological Footprint and Commitment to the Environment"	D. i. Environmental Policies	<b>7, 12, 13</b>
GRI 303-3	Water**	<b>Sustainability Report</b> "8. Ecological Footprint and Commitment to the Environment"	D. i. Environmental Policies	<b>6, 12</b>
GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4 GRI 305-5	Climate Change: Pollution and Emissions of Greenhouse Gases (GHG)	<b>Sustainability Report</b> "8. Ecological Footprint and Commitment to the Environment"	D. i. Environmental Policies	
	Circular economy and waste management	<b>Sustainability Report</b> "8. Ecological Footprint and Commitment to the Environment"	D. i. Environmental Policies	<b>12</b>
	Protection of biodiversity	<b>Sustainability Report</b> "8. Ecological Footprint and Commitment to the Environment"	D. i. Environmental Policies	
GRI 413-1 GRI 203-1 GRI 203-2	Commitment to the Community	<b>Sustainability Report</b> "5. Social Responsibility as a Differentiating Element"	D. i. Social Policies	

\*For sectoral topics related to Media and Entertainment, indicators from the Sustainability Accounting Standards Board (SASB) were also used.

\*\* Within the material topic "Sustainable use of resources", the sub-topic "Water" was not considered material for Impresa. The report allows greater alignment with Legislative Decree 89/2017 and the CMVM's Reporting Template for Disclosure of Non-Financial Information.

Paço de Arcos, 11 April 2024

The Board of Directors,

Francisco José Pereira Pinto de Balsemão

Francisco Maria Supico Pinto Balsemão

António Mota de Sousa Horta Osório

Francisco Pedro Presas Pinto de Balsemão

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