



SUSTAINABILITY
REPORT
IMPRESA GROUP

2022





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Annex: Global Reporting Initiative (GRI) Content Summary



Message from the CEO

Dear stakeholders,

The values of Commitment, Cooperation, Integrity, Innovation and Excellence that we have elected to describe our corporate purpose and mission reflect the Impresa Group's focus on sustainability through its continuous commitment to the quality of content adapted to its various target audiences and media consumption trends, as well as on good environmental, social and corporate governance practices.

The path followed by Impresa, which includes as major historic milestones the founding of the Expresso newspaper 50 years ago and the first private Portuguese television channel more than three decades ago, SIC, has generated a portfolio of brands with a presence that is difficult to replicate in the country's collective memory, also demonstrating the Group's versatility and pioneering spirit in terms of how it has always anticipated the challenges and opportunities in its area of activity.

In 2022, Impresa began the implementation of a new strategic cycle, to be completed by the end of 2025, with which it intends to achieve a new level of relevance, efficiency and profitability, fundamental bases for the creation of long-term value. The Strategic Plan for the coming years will focus on accelerating the development of the Group's activities in the digital environment and on improving its capacity to respond to economic, social and environmental challenges, through the transformation of its processes and working methods and on an increasingly close relationship with its stakeholders.

IMPRESA brands lead and have conquered, year after year, the preference of their viewers, users and readers, now joined by their listeners. Aware of the media's increased responsibility, due to the impact of their activity on society, we will continue to be committed to offering diversified, innovative and quality entertainment content, as well as to the accuracy, independence and pluralism of news content, with a decisive role in defending freedom of expression and information, scrutinising public powers in order to ensure the proper functioning of democracy.

We believe that together we can take our passion for the media business further.

Francisco Pedro Presas Pinto de Balsemão



IMPRESA IN 2022:

Financial Indicators

Operating Income
M€ 185.2

EBITDA
M€ 16.8

Net Income
M€ 1.1

Social Indicators

No. of Employees
927

% Employees
47%

Contracts
Permanent
844 (91%)

Training hours
6,987

Environmental Indicators

Materials consumed
2,839,174 kg

Energy consumption
28,036,212 MegaJoules

GHG emissions intensity
(scopes 1 and 2)
11.29 TonCO₂eq/M€



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 Ribeiro Sanches, 65, in Lisbon, annually publishes the Sustainability Report (which in previous years it called the Consolidated Report on Non-Financial Information), in which it reports the actions carried out during the year under review and the consolidated performance of the companies that constitute 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 2022, in the various aspects of sustainability. For the purposes of articles 66-B and 508-G of the Commercial Companies Code, this Report corresponds to the consolidated non-financial statement of the Impresa Group, relating to the financial year from 1 January to 31 December 2022, aligned with the financial reporting period, in the format of a separate report.

The Report was prepared in accordance with the Global Reporting Initiative (GRI) Standards, in the option "*based on the GRI Standards*" 2021 (see the attached 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.

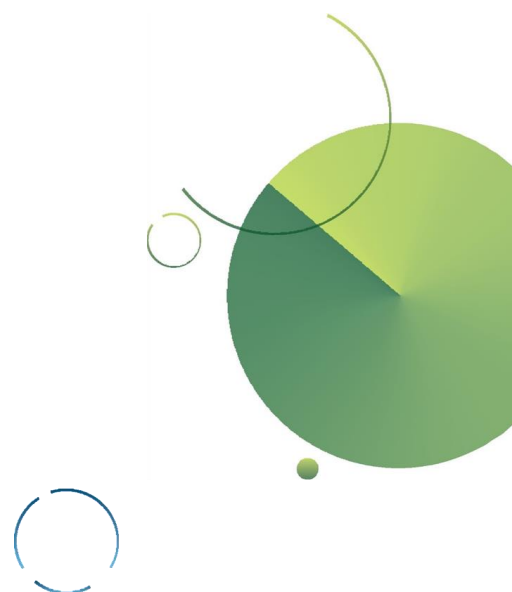
The information presented is complemented by the information available in the Annual Report of 2022 and the Corporate Governance Report.

The reorganisation of the non-financial report for the financial year 2022 represents a further objective achieved in aligning the Group's commitment to social responsibility since its inception with the adoption of International Standards that increase, above all, the comparability and clarity of the report. Any reformulations in subsequent years will be announced in the next reports.

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

For any clarification regarding the information presented:

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2. ABOUT IMPRESA

2.1. Company Values



2.2. Impresa's Mission

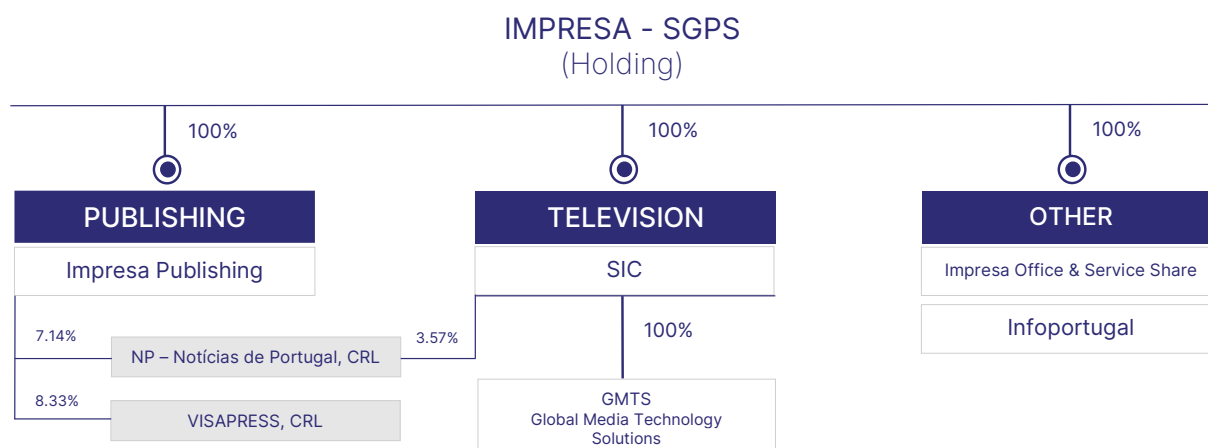
Impresa contributes daily to a free, enlightened and fulfilled society, seeking to entertain and inform people. The objective is to deepen and improve the relationship with those who see and read us, captivating and surprising, creating communities based on emotions and values that must be cultivated 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 to issue publications of a journalistic nature, issued by other publishers, the exploitation of graphic industries, editing, production, manufacture, import and sale of sound and video recordings, sale of advertising, either on its own initiative or through participation in other companies already established or to be incorporated, production, exploitation and distribution of shows of any nature, including activities related to shows, representation and placement of artists and also 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, reaching 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 (terrestrial), 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. InfoPortugal also operates the photography website “Olhares”.

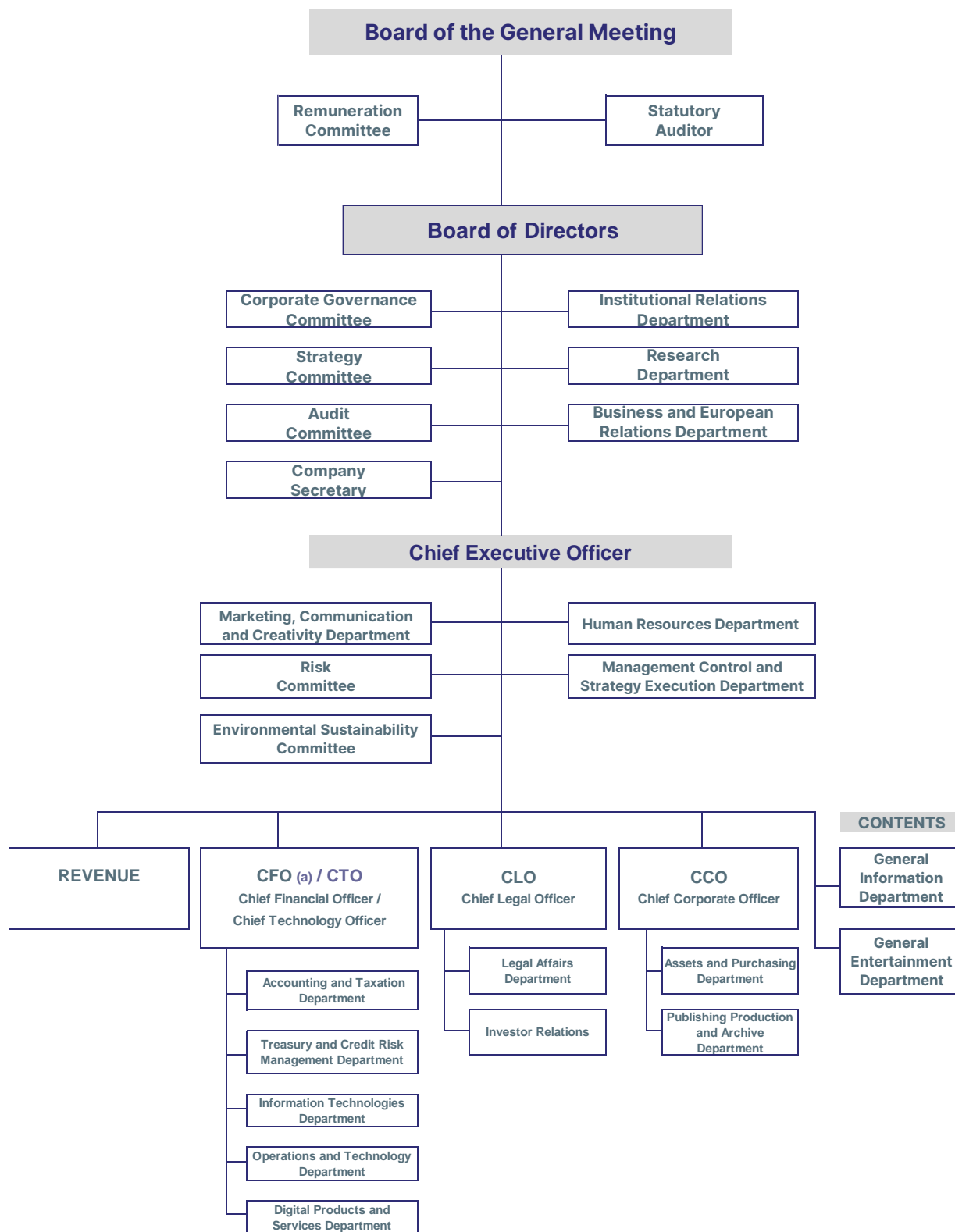
2.5. Governance Model

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



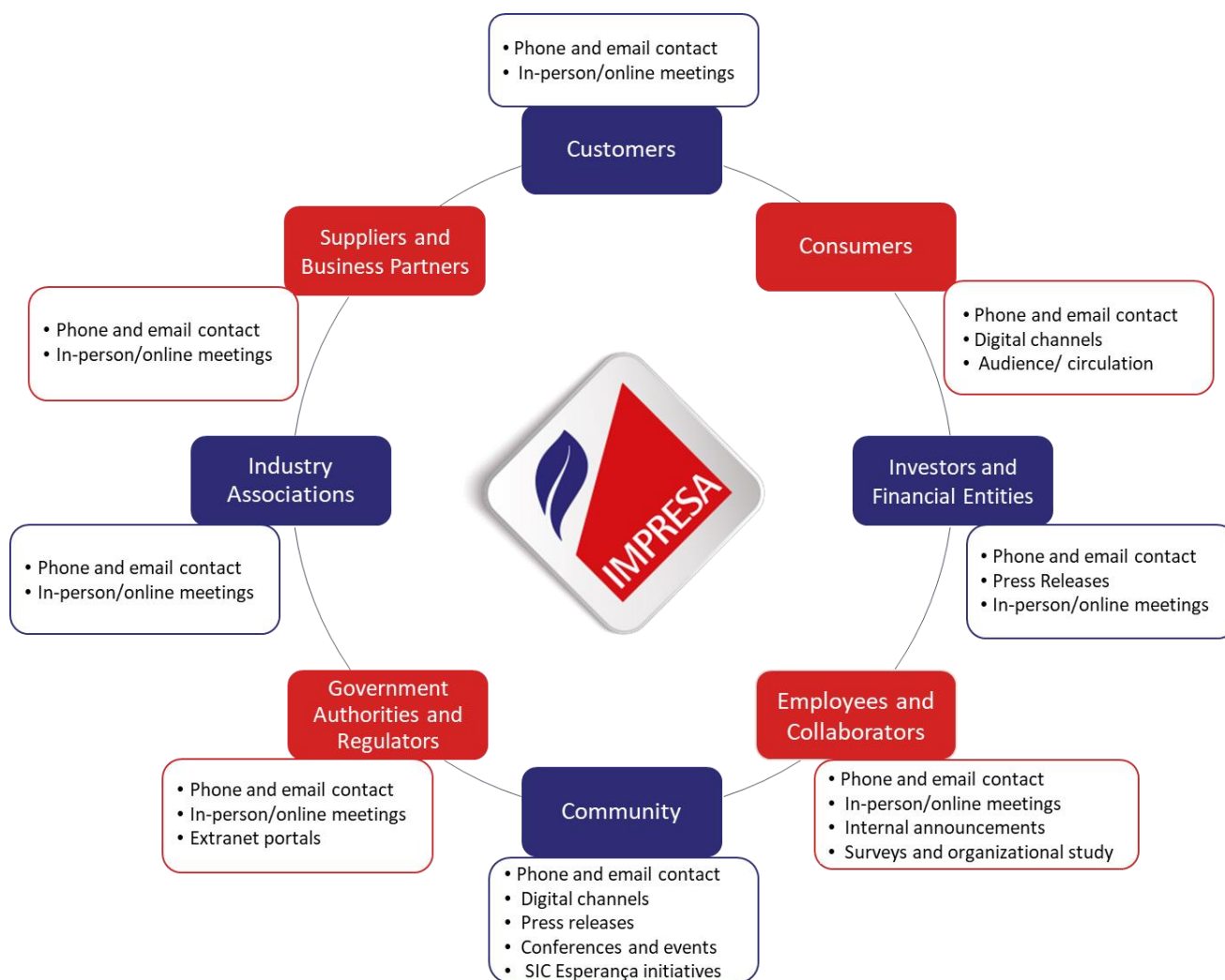
(a) acumula com as funções de Representante para as Relações com o Mercado



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) and the websites of the various brands.



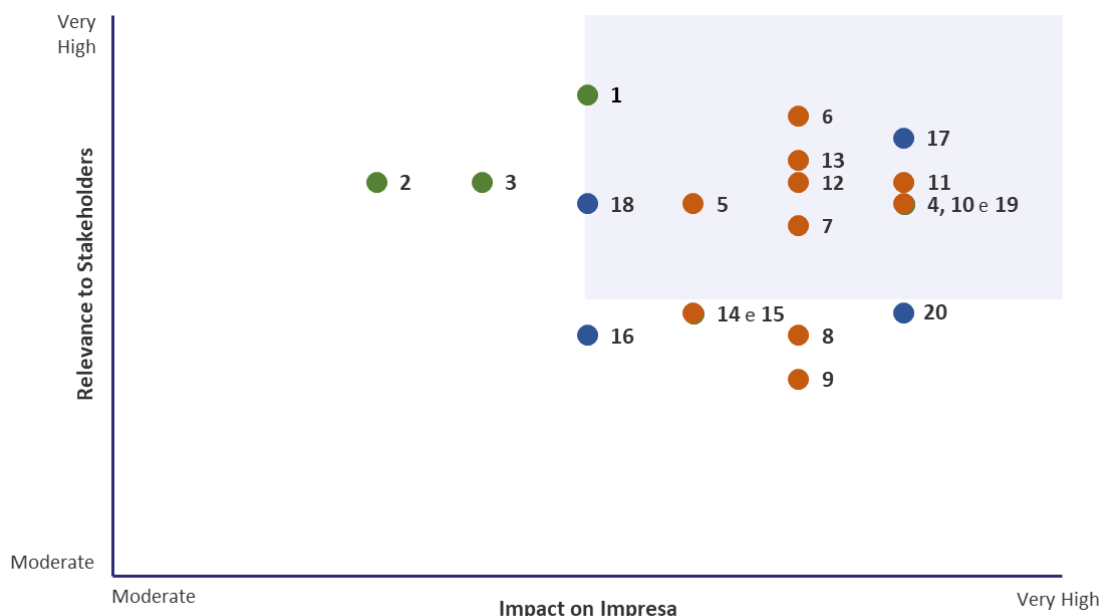


The frequency of interaction varies according to the stakeholder and the needs of each moment, and may be daily, as part of the normal dynamics of the activity of the various companies; periodic, as in the case of annual and half-yearly reports on the Group's results; or occasional, in the case of specific 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 monitored and approved by the Executive Committee of the operating subsidiaries and by the Chief Executive Officer of Impresa. Given its systemic and changing nature, the list of material topics, the positioning of stakeholders and the identification and consultation process itself may be revisited in future exercises.

The materiality analysis supports decision making, namely the definition of Impresa's sustainability strategy and 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:



- 1 - Sustainable use of resources
- 2 - Climate Change
- 3 - Waste Management and Circular Economy
- 4 - Editorial Responsibility and Journalistic Ethics
- 5 - Content Accessibility
- 6 - Content Pluralism
- 7 - Promotion of Media Literacy and Fact-Checking
- 8 - Social and Environmental Awareness
- 9 - Responsible Advertising
- 10 - Employment Conditions
- 11 - Health and Safety at Work
- 12 - Training and Development of Human Capital
- 13 - Diversity and Equal Opportunities
- 14 - Commitment to the Community
- 15 - Financial Performance
- 16 - Innovation, Digital and Technological Development
- 17 - Information Security
- 18 - Intellectual Property Protection
- 19 - Transparency and Corporate Governance Practices
- 20 - Reputation and Valuation of Impresa Brands



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, for example, in 2022, inflation, 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 information security and cybersecurity breaches - such as those observed in connection with the cyber-attack on Impresa in January 2022.

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 observed in 2022.

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

Risk Management Mechanisms

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.

The Group endorses a Risk Management System focused on handling the risks that could affect the performance of its activity, by fostering, in an evolutive attitude, 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 the day-to-day operation of the companies, namely fires, production stoppages, broadcasting cuts, IT system failures, etc., have been established and implemented, with the objective of safeguarding people and assets, 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 2022, the Audit Committee proposed amendments to improve and refine the whistleblowing system, with the Board of Directors having approved a new version of the Regulations on Procedures to be Adopted for Reporting Irregularities.

The Regulations, disclosed on the IMPRESA website, govern 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.

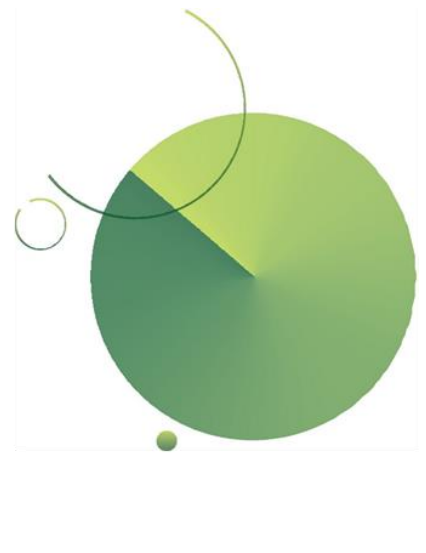
The Audit Committee is responsible for receiving and processing reports of suspected irregularities occurring in IMPRESA Group companies, ensuring independence, impartiality, confidentiality, anonymity of whistleblowers where necessary, data protection, confidentiality and absence of conflicts of interest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

Over the course of 2022, 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:

- 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 58 new proceedings initiated during 2022 regarding their activity. During 2022, SIC and Impresa Publishing were not notified of any decisions by the ERC that involved the application of fines.

Amounts paid in connection with administrative procedures or court proceedings

Fines: € 714 (court fines)

Convictions in court proceedings: € 81,939.89

Television Act

With regard to the Broadcasting of Audiovisual Works, in compliance with the Television Act (articles 44 to 46), SIC's performance in 2022 was as follows:

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

	Hours broadcast
Programmes Originally in Portuguese	6,236
Creative Works originally in Portuguese	4,350

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

	Hours broadcast
European Production	4,237
Recent European Independent Creative Production in Portuguese	2,777



Programming Diversity

- Cultural Programming and Ethnic Minorities

In 2022, more than 96 hours of cultural programming were broadcast, with content on cultural dissemination, wildlife and documentaries.

SIC broadcast over 25 hours of programmes dedicated to ethnic minorities.

- Fictional works of literary or bibliographic adaptation.

In 2022, SIC broadcast 106 hours of fictional works of literary or bibliographic adaptation, with the series “Uma Aventura”, “O Crime do Padre Amaro” and “A Hora da Liberdade”

	Hours broadcast
Cultural Programming	96
Ethnic Minorities	25
Fictional works of literary or bibliographic adaptation	106

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

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 APCT, Gedipe, Mapinet and Obercom elections:

- AEM - Associação de Empresas Emitentes de Valores Cotados em Mercados [Association of Companies Issuing Securities Listed on Markets] (Presidency of the General Council)
- AEP – Associação Empresarial de Portugal [Business Association of Portugal] (Member of the General Council)
- AIP/CE – Associação Industrial Portuguesa/Confederação Empresarial [Portuguese 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 Board of Directors)
- 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] (Board of Directors)

Activities of the different bodies of which Impresa is part:

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

Support for Associates

The AMD Management seeks to maintain all associates well informed, both with regard to the current “dossiers” and with regard to new European laws, decree-laws, directives and regulations. It was understood that it was necessary to inform and alert, always with the concern to cover all the activities carried out by the associates.

Cooperation with Official Entities

SETCS - Secretaria de Estado do Turismo, Comércio e Serviços [State Secretariat for Tourism, Commerce and Services]

CNPD — Comissão Nacional de Proteção de Dados [National Data Protection Commission]

DGC — Direção Geral do Consumidor [Directorate General for Consumer Affairs]

DGAE — Direção Geral das Atividades Económicas [General Directorate of Economic Activities]

ANACOM — Autoridade Nacional de Comunicações [National Communications Authority]

ASAE - Autoridade de Segurança Alimentar e Económica [Food and Economic Security Authority]

Bank of Portugal

The continuation of AMD as an effective member of the Plenary of the Payment Systems Forum, comprising the Payment Methods Security WG, as well as the Promotion WG, allowed the Management to actively participate in the various decisions of the current Payment Plan and to alert, in a timely manner, all Associates to the upcoming changes in the financial market, with regard to payment methods.

CTT – Correios de Portugal

The Management accompanied the entire organisation that resulted in the specific contract with APImprensa, dedicated to Editorial Mail.



National Consumer Council

Monitoring and participation in legislative initiatives in the areas of media, consumer protection, data protection, and postal services, among others.

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

The economic crisis has further aggravated the difficulties faced by the press in recent years. The consequences were reflected in the withdrawal of several titles from the Association. There are currently 58 members, 45 of whom are publishers and 13 advertising and communication agencies. The year 2022 was also one of elections for the Governing Bodies for the 2022-2024 three-year period.

The APCT continues to present quarterly data with great accuracy and certified through audits, carried out by BDO Binder's certified technicians. Eleven audits were carried out on the *Printed Circulation* and the *Digital Circulation* of the main titles, namely: *Expresso*, *Correio da Manhã*, *Jornal de Notícias*, *Público*, *Record*, *Maria*, *TV Mais*, *Caras*, *National Geographic Portugal*, *Seleções do Reader's Digest* and *Exame*.

As in recent years, special attention has been dedicated to the control and certification of the traffic of *digital editions* and promotional pricing practices, looking at whether or not the current Regulation needs to be updated.

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

The ARP Business Plan for 2022 was based on six specific principles: Accessibility, Effectiveness, Speed, Flexibility, Representativeness and Activity.

SIC continued to chair the Board of the General Meeting.

Main actions developed:

- With the entry into force of Law 78/2021 (law that provides for the fight against unauthorized financial activity and consumer protection), several meetings were held with APAN, APAP, APAME, API and Google and a proposal was presented by the Associations to the Financial Supervisory Authorities and to the Directorate-General for the Consumer (DGC), in order to reach an Agreement that, ensuring compliance with the principle of legality, would simplify the process of preparation and validation of advertising campaigns, since the implementation of this Law has a significant impact on Advertisers, Agencies, Media and Digital Platforms;
- Participation in the panel "Good practices and success stories" at the Conference "Together for a more sustainable consumption", which was organized by the DGC on World Consumer Rights Day;
- A meeting was held with the Bank of Portugal (BdP) to present in detail the ARP and the respective services provided to the financial sector, and the conclusion of a Protocol was proposed that would formally recognize the added value of the systems implemented by self-regulation, as well as the nature of Advertising Self-Regulation as a complement to the Law. It was also requested that ARP be recognised and approved as a suitable entity for the prior validation of advertising of banking products and services, and that good faith be taken into account in any possible sanctions, whenever the advertising is supported by the opinions issued by the Technical-Legal Office;
- Preparation and dissemination of recommendations on Commercial Communication, in conjunction with the FPF, drawing attention to the existence of rights and duties that must be observed in order to prevent possible abusive practices of undue association with the FIFA World Cup Qatar 2022, by unauthorised entities;



- An influencer marketing monitoring project was developed, with the aim of analysing the advertising practices of Portuguese digital influencers, in the light of current legislation and best practices in force;
- Gambling sector: APAJO - Associação Portuguesa de Apostas e Jogos Online (Portuguese Online Betting and Gaming Association) joined and a proposal was presented for a Cooperation Agreement to provide copy advice to operators in the sector;
- The adhesion of the first digital platform to ARP (Google Portugal) was registered, a crucial step towards promoting ethical and responsible digital advertising, increasing representativeness and effectiveness, broadening the means at our disposal to ensure compliance with the Decisions of the Ethics Jury;
- Associate movements: three new associates joined and two left. The testimonials sent by the new associates continued to be highlighted, highlighting the reason for joining the ARP;
- Provision of Services: a 50% increase in the number of complaints received and a 45% decrease in the number of advertisements analysed. In total, 387 advertising pieces were analysed, and preventive activity, in the financial sector, registered a decrease of 86%;
- Contact was resumed with ICC Portugal (the Portuguese National Delegation of the International Chamber of Commerce) to set up a Marketing and Advertising Committee that can participate in the work involving the revision of the ICC Code;
- Closer relationship with EASA (European Advertising Standards Alliance) and ICAS (International Council for Advertising Self-Regulation), participation in webinars and international meetings, and appointment, by EASA, of ARP's Deputy Secretary General, as Chair of the Self-Regulation Committee.

d. CAEM - Media Analysis and Studies Committee

Television Technical Advisory Committee:

In 2022, twelve meetings of the Television Technical Advisory Committee (CTC TV) were held, at which the following topics were discussed:

- Monthly status report on the recruitment and replacement of TAM panel homes, as well as the installation of the new audiometer (TV Logger 2.1), by GFK.
- Evolutionary analysis of the Social Strata variable.
- Analysis of the *Guest Viewing* data integration model, in official television data.
- Analysis of the solutions proposed by GFK for the Pay-TV Access variable.
- Analysis of the information available on Return Path Data
- Deliberation on the update of the Universes from 2023 onwards (Social Strata and Pay-TV Access).

On 1 September, by deliberation of the CAEM Board, the Social Strata variable was updated, based on the moving average of the Establishment Surveys from 2017 to 2021.

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

In the year 2022, there was a change of action within MAPINET with regard to the website blocking process. This change was due to the fact that the procedure established in the 2015 Memorandum of Understanding was no longer used, through the implementation of Law 82/2021, of November 30.

Removals: Regarding the removal of links, many thousands of requests were made, distributed by Movies, Series, Streaming, Software, Books, Magazines, Newspapers, Playstation (1.2,3), Wii, Nintendo, PC, XBox, Music and others.



Blocks: In 2022, 156 websites were blocked at the request of MAPINET. In the press area, 14 websites that were mainly dedicated to sharing newspapers and magazines were blocked. In the television area, 46 websites were blocked. The blocking of videos on YouTube was carried out by uploading more than 15,000 reference files that allowed the blocking of thousands of contents uploaded by users on that platform, without rights to do so.

f. OBERCOM – Observatório da Comunicação [Communication Observatory]

OberCom was established with the strategic objective of overcoming the difficulty in collecting specific information on the Media and Communication sector and in the strategic analysis of that information in order to produce knowledge applied to its different audiences.

In 2022, 20 documents were produced, including public reports and exclusive reports for associates, in a series of investigations, integrating various analytical dimensions expressed in almost 1300 published pages, this being the year with the highest production. In addition to the usual Communication Yearbooks and the Digital News Report Portugal, six other public documents were also published, with emphasis on the following themes:

- Cinema 2004-2020. Dynamics of change and evolution in the sector
- Audiovisual 2022. Paradigms of consumption and industry evolution
- Podcasting. Production, distribution and consumption in Portugal
- Media and Journalism. Trends 2022
- Unauthorised digital distribution of newspapers in Portugal. Whatsapp and Telegram cases

Despite this increase in workload, OberCom continued to respond to the requests of its associates by responding to specific and localised requests, as well as through its Media and Innovation line of exclusive reports for OberCom associates.

In 2022, the Observatorio (OBS*) magazine continued its activity by ensuring the regular and timely publication of the 4 annual volumes (plus a special volume). In December, it published issue No. 74, the (OBS*), reaffirming itself as one of the academic eJournals with the largest audience in the wider field of communication in Portugal.

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

During 2022, 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;
- Monitoring of the Action Book for the Media proposed by the PMP, especially in the preparation of the 2023 State Budget;
- 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:

- The funds from the licensing for the use of contents published in newspapers and magazines belonging to VISAPRESS cooperators were distributed and, simultaneously, the amount from the fair remuneration of the Private Copy (AGECOP) relative to the first half of 2022 was distributed to the Cooperators and beneficiaries;
- VISAPRESS, with a view to stimulating the growth of licensing, continued to focus on contact with the different entities that use the content it represents, by sending emails and direct contacts. As part of this action, dozens of emails were sent in 2022;
- More than twenty meetings were held with public and private entities, inviting them to license themselves for the legal use of written press content belonging to publishers represented in VISAPRESS;
- VISAPRESS participated in several international meetings on the topic of licensing access to written press content and combating piracy of this content;
- The information and awareness raising campaign for the general public on the problem of collective management of copyrights and piracy of the written press on the Internet was continued. This campaign was broadcast on two private cable television channels, several national and local radio stations, and in newspapers with national and regional editions and magazines;
- Ninety percent of existing licenses were renewed and 27 new licensing agreements were signed with organisations that use the clipping service. We are pleased to note that as of this date, the vast majority of these entities are licensed;
- Regarding the request to block groups and channels that illegally distribute content on Telegram, about 30 of these sharing sites were closed last year by Visapress. However, the injunction is still pending, due to the difficulty in summoning this organisation, since its registered office is in the United Arab Emirates.

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 have remained unchanged over the last 50 years and 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.

Respect for these rules is ensured by the Editorial Direction and the Expresso's Editorial Board, elected by the members of the editorial staff and which meets regularly with the newspaper's Director.

The protection of privacy and limitations derive, first of all, from the Journalists' Code of Ethics, and any journalist who works in the Expresso newsroom holds a journalist's license.

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.

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 emanates from the editorial lines themselves, explained in the respective Editorial Statutes and Codes of Conduct, and guaranteed by the Editorial Directions and Editorial Boards.

Level of trust in Impresa brand information

The conclusions of the [Digital News Report 2022](#), 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 74%, 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 defense 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:

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



Polygraph 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.

	2022
Number of Fact-Checks broadcast on Jornal da Noite (SIC)	630*

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



3.3. Accessibilities

Contribution to the Sustainable Development Goals (SDGs):



SIC has been developing initiatives within the scope of the accessibility of its contents aimed at audiences with special needs, namely through the exhibition of programmes with sign language, transadaptation treatment and audiodescription. These initiatives include both SIC Generalist (open access programme service), SIC Notícias (unconditional access service with subscription) and Opto (audiovisual service on demand). SIC has consistently exceeded the minimum values stipulated in the regulatory plan, in a commitment that it intends to maintain in the future.

Accessibilities in 2022

- *Portuguese Sign Language (LGP):*

SIC Generalist broadcast, on average, more than 30 hours a week of programmes with LGP, totalling more than 1500 hours of programming with Sign Language in 2022. There were 3 daily online programmes (DU) in the entertainment area and a minimum of 2 full news services per week (Primeiro Jornal and Jornal da Noite).

SIC Notícias broadcast, on average, more than 6 hours per week, corresponding to a minimum of 6 full news services per week.

- *Subtitling for the deaf/ transadaptation:*

Programmes with transadaptation occupy, on average, more than 20 hours per week, in an annual total of more than 1100 hours of SIC Generalist 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). On days of special festivities, such as Christmas, New Year and Easter, SIC broadcasts a daily programme of around 20 consecutive hours each day (this has been a practice of the service for several years, with very positive feedback from organisations of audiences with special needs).

- *Audio description:*

In 2022, SIC Notícias broadcast more than 30 hours of programming with audio description, between documentaries and cinema, mostly between 8 am and midnight.

Accessibility	SIC Generalist Programming (free access)
Portuguese Sign Language	1,500 hours
Subtitling/ transadaptation	1,100 hours
Audio description	30 hours



The commitment, in addition to complying with the values established in the regulatory plan, is to ensure the diversity of offer for audiences with special needs, both in terms of the genres of programmes: cinema, soap operas, series, entertainment, documentaries, interviews, etc., and at various times throughout the week, with a predominance at peak viewing times.

Some objectives include the broadcasting of more than one prime time news service per week with interpretation through Portuguese Sign Language, the provision on SIC Notícias of weekly transadaptations of contents of the documentary and reportage genres, with a view to incorporating technology that will facilitate the dissemination of subtitling, either on teletext pages or in "close captions" mode.

Regarding Opto, SIC has made every effort to implement accessibility for audiences with special needs. In this context, the adaptation of some of Opto's exclusive fiction series, in the VOD mode, is expected.

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 indexing.

Having as its priority the promotion of culture and creativity and the defence of intellectual property rights, the Impresa Group is a member of the MAPINET and GEDIPE associations and contributes to AudioGest and SPA. Regarding this matter, see also the initiatives carried out by these entities, 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 the last quarter of 2022, after a break due to the pandemic, visits to the Impresa Group's facilities resumed, and 18 groups were received, totalling 440 visitors.

Viewer Service

In terms of viewer service, 37,056 contacts were received, 21% less than in 2021.

Due to the computer attack it suffered at the beginning of the year, the Group had some constraints in its communications, and an alternative email address was created to guarantee permanent contact and response to viewers.

Of the contacts received, 72% (25% less than in 2021) arrived via email. By type, 72% were Information Requests (20% less than in 2021), Reporting Issues (10% - 40% less than the previous year), Criticisms (14% - 1% more than in 2021), Compliments (1% - 29% less than the previous year) and Suggestions (1% - 54% less than in 2021).

In 92% of the cases, the theme was the generalist SIC channel.

Social Networks

In terms of digital formats, the main interactions were recorded through official accounts:

Social Network (number of comments)	SIC	SIC Notícias	Expresso
Facebook	148,072	45,622	28,620
Instagram	88,940	286,507	224,560

At Opto, 1,749 interaction records were identified on Facebook, 4,402 on Instagram and 217 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.

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. Regarding the Group's streaming service, comments and requests in the wake of the cyber-attack stood out at the start of 2022. In the final stretch of the year, positive emphasis was placed on upgrading the application to version 2.0, with the service update receiving several compliments. Regarding content, the main highlight of 2022 was the VANDA and PRAXX series.



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 2022, the two main brands of the Impresa Group continued to lead in their segments (television and publishing).

In 2022, SIC maintained audience leadership in the universe of generalist channels, with an average share of 17.1%, in consolidated data.

SIC generalist and thematic channels, as a whole, closed the year with a market share of 20.8% and leading in the commercial targets - A/B C D 15/54 and A/B C D 25/54.

The Expresso was the best-selling newspaper in Portugal, with an average of 94 thousand copies per edition, according to data from APCT, from January to December 2022. The Impresa Group's newspaper led newsstand sales, with an average of almost 45 thousand copies, and also digital sales, which exceeded the average of 47 thousand copies.

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.

Launched in 2022, Opto SIC is SIC's streaming service, providing 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, through any mobile device - smartphone, tablet - Android or iOS, Samsung and LG Smart TV, Apple TV, Chromecast and Android TV. In 2022, it also became available through the boxes of the main telecommunications operators in Portugal.





Audio was consolidated as an important complement to the Group's multiplatform value proposition, with the launch of 9 podcasts in 2022, which quickly won over listeners.

Among the podcasts with the highest volume of downloads during the year, the following stand out:

"Programa Cujo Nome Estamos Legalmente Impedidos de Dizer"	3.7 M
"Expresso da Manhã"	2.4 M
"Eixo do Mal"	1.9 M
"Deixar o Mundo Melhor"	1.0 M
"A Noite da Má Língua"	0.9 M

4.2. Information Security

Data Protection

In the area of Data Protection, the Group is governed by a set of policies, procedures and guidelines, namely, the Data Protection Policy, the Policies on the Processing of Personal Data of Employees, Trainees and Staff, the Impact Assessment Procedure on the Processing of Personal Data, in addition to guidelines and guides on Cookie installations, sending newsletters and other risk matters.

Alongside a growing commitment to digitalisation, in addition to the existence of an area of the company dedicated exclusively to Data Protection matters, awareness-raising actions were implemented across the board regarding the need for Privacy by Design and training actions (general and customised).

In 2022, following the cyber-attack that the Group was the target of, a data breach was notified to the National Data Protection Commission (in accordance with the provisions of article 33 of the GDPR).

Cybersecurity

Cybersecurity is a crucial issue for any organisation that uses information technology in its operations. Impresa is committed to protecting its confidential data and information, as well as the privacy and security of its clients and partners.

In this sense, the Group has been adopting and increasing physical security practices, reviewing the policies in force and increasing the controls associated to them. It has also focused on strengthening security mechanisms in areas such as data encryption, firewalls, multi-factor authentication, and also on awareness-raising and training programmes in the area of information security for employees.

Impresa has in place a set of policies and procedures regarding, among others, the use of email, equipment, software, remote access, as well as the management of accesses, passwords, backups, firewalls and routers. In addition, it has invested in regular meetings of the VAB (Vulnerability Advisory Board) and CAB (Change Advisory Board) and in using platforms that monitor and identify possible new threats and non-conformities, prioritising remediation actions.

In order to be aligned with the best practices and for a correct assessment of associated risks, Impresa is regularly submitted to external analyses.



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 enduring 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 2022, 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 49 hours free of charge in the public service slot. Seventy-two campaigns from Private Social Solidarity Institutions were disclosed, namely the Salvador Banco Alimentar Association, the Sara Carreira Association, the Portuguese Diabetics Protection Association, OIKOS, Amnesty International, and Make a Wish, among others.

	2022	
	Number of hours	Number of campaigns
Advertising space provided to IPSS	49	72

SIC Esperança projects in 2022

Together for Ukraine

Contribution to the Sustainable Development Goals (SDGs):



Following the worsening of the conflict between Ukraine and Russia, in March 2022 SIC Esperança developed, in partnership with the Benfica Foundation and the support of the Fuso Association, the Campaign "Together for Ukraine". This campaign aimed to provide humanitarian aid to the Ukrainian population, and was divided into several phases:

- *Goods Collection Campaign - Volunteer Action*

For three days, the Portuguese were invited to contribute food, pharmaceutical products and baby items, delivered to designated locations, such as Benfica Houses and Schools and local IPSS.

After being collected and delivered at Estádio da Luz, the goods were organised into kits by hundreds of volunteers, totalling contributions that filled six TIR trucks that travelled to the borders of Poland and Romania, where part of the shipment was delivered. The rest went on to Ukraine, to the cities of Mykplaiv, Sumy, Okhtyrka, Donetsk, Poltava and Chernigiv Oblast. This operation was only possible thanks to cooperation with government entities, which provided vehicles authorised to circulate within Ukraine.



Raised	Foodstuffs and pharmaceuticals that totalled the load of 6 TIR trucks
Social Impact	Support for Ukrainian refugees on the Polish and Romanian borders and for the populations of Mykplaiv, Sumy, Okhtyrka, Donetsk, Poltava and Chernigiv Oblast

- *Reception centre with medical team in Poland*

SIC Esperança funded the travel of a team of two doctors, a nurse and a health logistics operator in Portuguese to a reception centre in Poland. For more than two weeks the Ukrainian refugees who arrived there had a medical post equipped with materials, medicines and a team ready to provide primary health care.

Funded and Volunteering	Relocation of a volunteer team of two doctors, a nurse and a logistics operator
Social Impact	Support and medical assistance to Ukrainian refugees in Poland

- *Fundraising for Ukraine*

Also in support of Ukraine, and to raise funds for the refugees arriving every day in Portugal, SIC Esperança in partnership with Weat, organised a Solidarity Lunch, which consisted in preparing a meal with typical Ukrainian dishes. This action raised € 2,500.

Raised	€ 2,500
Social Impact	Support for Ukrainian refugees in Portugal

- *For Ukraine, with Love*

On 8 June 2022, SIC Esperança and SIC, with the support of Música no Coração, Altice Arena and Golden Trident, held the solidarity concert "Pela Ucrânia, Com Amor" [For Ukraine, With Love], which featured four Portuguese artists: Salvador Sobral, Ana Bacalhau, Carolina Deslandes and Ivo Lucas and two Ukrainian artists: Bez Obmezhen (Without Limits) and Khrystyna Soloviy. The initiative aimed to raise funds to support Ukrainian hospitals and was supported by Grupo Portugália Restauração, TAP, PHC Software, Santos e Vale, Grupo GVK and the Expresso/BPI Golf Cup. With the money raised through this initiative, it was possible to support three Ukrainian hospitals in the cities of Dnipro, Kharkiv and Mykolaiv with more than two thousand boxes of medicines.

Raised	€ 45,000/2,000 boxes of medicines
Social Impact	Support for three Ukrainian hospitals



S movement

Contribution to the Sustainable Development Goals (SDGs):



As part of the S Movement project, episodes of the series were recorded during 2022, with the participation of several faces of SIC, among them Miguel Costa, Ricardo Pereira and Carolina Patrocínio. The programme aimed to promote good physical and mental health habits among the younger generation. The episodes were shown on SIC Mulher between 1 October and 12 November.

Funded	7 video episodes
Social Impact	Promotion of good physical and mental health habits, through the thematic channel SIC Mulher

“Janela de Esperança” [Window of Hope]

Contribution to the Sustainable Development Goals (SDGs):



“Janela de Esperança” is the first editorial and multimedia project with the objective of promoting the initiatives of the third sector, intending to make known and publicly recognise initiatives with social relevance of entities such as “Misericórdias” [Charities], IPSS, Associations, Foundations, Cooperatives, Non Governmental Organisations, and Parish Centres, among others.

In 2022, the partnership with the Calouste Gulbenkian Foundation and the La Caixa Foundation was renewed, so the item “Janela de Esperança” in the Primeiro Jornal was broadcast until the end of the year.

Partnership	Editorial and multimedia project through a partnership between the Calouste Gulbenkian Foundation, La Caixa Foundation and SIC Esperança
Social Impact	Recognition and promotion of projects and the stories of beneficiaries of initiatives with high social impact within the third sector

“Somar Sorrisos” [Add Smiles]

Contribution to the Sustainable Development Goals (SDGs):



As part of the “Somar Sorrisos” project, a project to promote happiness in schools, Lysol, in partnership with SIC Esperança, held an awareness-raising action on 24 May 2022 at Escola EB1 Professora Aida Vieira, in the



Padre Cruz neighbourhood in Lisbon. This action aimed to raise awareness among 370 primary school children of the importance of disinfecting their hands and the surrounding area, as a way of avoiding the spread of germs and bacteria, through various interactive activities.

Partnership	Editorial and multimedia project through a partnership between the Calouste Gulbenkian Foundation, La Caixa Foundation and SIC Esperança
Social Impact	Promotion of good hygiene practices among 370 school children

Donation of Rock in Rio Lisbon Tickets

Contribution to the Sustainable Development Goals (SDGs):



As a social partner of Rock in Rio Lisboa, SIC Esperança awarded 800 tickets for 19 June to 28 Private Social Solidarity Institutions (IPSS). Through this donation, it was possible to provide IPSS users with a different and fun experience, which will certainly be remembered.

In addition, SIC Esperança forwarded all the excess food from the various festival days from the SIC Stand to ReFood, which handled the collection and distribution to its beneficiaries.

Fundraised/ Partnership	800 tickets for Rock in Rio Lisboa
Social Impact	The initiative provided a cultural and entertainment experience for 800 users from 28 IPSS

“Sport is the Answer” [O Desporto é a Resposta]

Contribution to the Sustainable Development Goals (SDGs):



The funds raised through the SIC Esperança and Porto Editora 2021 Christmas Campaign reverted to the initiative “O Desporto é a Resposta”, which aimed to promote sports practice outside large urban centres. 9 IPSS were supported, totalling 1,373 beneficiaries.

Fundraised/ Partnership	Funds raised in 2021 made it possible to carry out the "O Desporto é a Resposta" initiative
Social Impact	Promoting sports practice outside large urban centres to 1,373 beneficiaries



“Palco Esperança” [Hope Stage]

Contribution to the Sustainable Development Goals (SDGs):



In 2022, SIC Esperança once again joined the EA - Live Évora event, organised by the Eugénio Almeida Foundation, as a social partner, promoting 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 band O Galo Cant'às Duas, Et Toi Michel and Iolanda, who opened the concert Leave the Pimba in Peace, António Zambujo and Pedro Abrunhosa respectively.

Partnership	Promotion of the event EA — Live Évora
Social Impact	Showcasing the work of emerging Portuguese bands

EPIS (Entrepreneurs for Social Inclusion)

Contribution to the Sustainable Development Goals (SDGs):



SIC Esperança teamed up with EPIS to launch the EPIS/IMPRESA Vocations volunteer programme. 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 identified, SIC Esperança appealed to the voluntary spirit of the workers of the Impresa Group to give weekly explanations to students of the 2nd or 3rd cycles of basic education during the 2022/2023 school year. This initiative involved 12 volunteers from Impresa.

Volunteerism	Participation of 12 volunteers from the Impresa Group
Social Impact	Weekly tutoring for students from socio-economically disadvantaged backgrounds

4th Edition Artistic Creation Scholarships

Contribution to the Sustainable Development Goals (SDGs):





For the fourth consecutive year, SIC Esperança and the Terra Amarela Association have teamed up to award artistic creation scholarships to creators and performers with disabilities, who develop their work in the performing arts, visual arts, music, film and writing.

With this project, SIC Esperança and Terra Amarela intend to fill a gap in the national system, regarding the support and monitoring of the handicaps of creators and interpreters with disabilities, thus seeking to dignify and value the work they develop.

The winners of this edition were the artists Inês Cóias and Joana Gomes, both creators and performers.

Partnership	Partnership for the award of artistic creation scholarships
Social Impact	Two artistic creation scholarships awarded to creators and performers with disabilities

SIC Esperança and Porto Editora Christmas Campaign

Contribution to the Sustainable Development Goals (SDGs):



For the 11th consecutive year, SIC Esperança and Porto Editora held the usual Christmas Campaign. In 2022, in the purchase of a children's book identified with the sticker of this campaign, € 1 will revert to the 2nd Edition of the Therapy Scholarships project, which consists in the creation of scholarships for children with developmental disorders and/or special educational needs who are integrated in socio-economically vulnerable households and, therefore, deprived of access to therapeutic support. The aim of this project is to enable children to have access to all the advantages of therapies, regardless of their household's financial situation.

Fundraised/ Partnership	€ 1 for each children's book identified with the campaign sticker
Social Impact	Creation of scholarships for children with developmental disorders and/or special educational needs. The first edition of the project helped 15 children from 5 IPSS to have access to the necessary therapies, with a social impact that also included their families.

SIC Esperança Volunteer Action

Contribution to the Sustainable Development Goals (SDGs):



The SIC Esperança 2022 volunteer action took place at the Parish Assistance Centre, in Torres Novas, from 18 to 20 November. Thanks to the work of volunteers from the Impresa Group it was possible to offer the inhabitants of the parish a University of the Third Age and a Social Centre. In all, this initiative accounted for a total of 24 hours of volunteering.



Volunteerism	Participation of 30 volunteers, totalling 24 hours of volunteering
Social Impact	Creation of spaces for a University of the Third Age and a Social Centre that will benefit 800 residents of the village of Pedrógão

SIC Esperança Christmas Market

Contribution to the Sustainable Development Goals (SDGs):



SIC Esperança organised the first edition of the SIC Esperança Christmas Market, which took place on 6 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, Thirst Project Portugal, APSA, APAC, Osório de Castro Foundation, Família Solidária Oeiras Association, Oikos, Bandim, Portuguese Association for the Support of Africa, Portuguese Association for the Prevention and Challenge of AIDS, and the Ronald McDonald Children's Foundation.

Fundraised/ Partnership	The Impresa Group provided the space where 38 stands of SPSS and Portuguese brands were exhibited
Social Impact	Raising funds to support participating SPSS 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.
- With the aim of diversifying its sources of funding, SIC Esperança joined MBWay in June, and is now part of the "Ser Solidário" [Be Solidary] section of the application, making it possible for any citizen to make donations in a simple and convenient way.



5.2. Commitment to Culture

The media of the Impresa Group continued to support cultural events in 2022, through the dissemination of contents 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 37 events related to music, the performing arts or culture.

Special conditions for advertising

Cultural initiatives and other events of an institutional nature benefited from discounts on the price of advertising in the Impresa Group brands.

"Original é a Cultura" [It's Culture that's Original]

"Original é a Cultura" is a SIC programme made in partnership with the Portuguese Authors Society, that, every Sunday, at 2:00 am, gathers together Carlos Fiolhais, physicist and university professor, Dulce Maria Cardoso, writer, Ruy Vieira Nery, musicologist and university professor, mediated by Cristina Ovídio. The programme is also rebroadcast on SIC Notícias on Sunday evenings.

In 2022, the Impresa Group sought to promote and distinguish people and institutions and use the means at its disposal to draw attention to the major current issues.

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 2022 Jury was composed of Francisco Pinto Balsemão (President), Paulo Macedo (Vice-President), Ana Pinho, António Barreto, Clara Ferreira Alves, Diogo Lucena, Eduardo Souto Moura, José Luis Porfírio, Maria Manuel Mota, Pedro Norton, Rui Magalhães Baião, Rui Vieira Nery and Viriato Soromenho Marques. The 36th Pessoa Award was given to João Luís Barreto Guimarães.

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.

Pedro Silvestre, from Nova IMS, was the winner of the 18th edition of the Primus Inter Pares Award 2021/2022.

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 2018, 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.

In a year marked by the difficulties created by the pandemic, the Expresso and Caixa Geral de Depósitos highlighted the Portuguese companies that grew the most and best resisted this crisis.

The awards for the 4th edition of the Expresso Economia | Caixa Geral de Depósitos Awards 2021, were delivered in March 2022. The Entrepreneur of the Year award was given to Daniela Braga - founder of Defined AI.



Car of the Year | Crystal Wheel Trophy 2022

The 39th edition of the Seguro Directo Car of the Year/Crystal Wheel Trophy 2022, aims to highlight the best products in the automobile sector.

The Impresa Group organised the initiative - Edition of the Seguro Directo Car of the Year/Crystal Steering Wheel Trophy - through SIC Notícias and Expresso.

The Direct Insurance Car of the Year/Crystal Steering Wheel 2022 awards cover a total of eight classes: City, Sporty, Family, Compact SUVs (includes crossovers), Large SUVs, Electric, Hybrid, and Plug-In Hybrids. The 2022 Car of the Year winner was the Peugeot 308.

The Selection Board is composed of 19 specialised journalists, representing the written press, digital media, radio and television, in a search for a plurality of opinions. For the second time since the trophy's existence, the three biggest Portuguese television channels SIC, TVI and RTP are part of the selection board.

Technology and Innovation Award: The organisation once again selected a set of innovative and technologically advanced devices that can directly benefit driving and the driver, which are assessed and then voted on by the selection board at the same time as the final vote. The winner of the 2022 edition was the “Easy Ride” project, developed by Bosch Car Multimedia.

Personality of the Year Award: The Executive Committee of the Seguro Direto Car of the Year/Crystal Steering Wheel Trophy also distinguishes the Personality of the Year who, through his/her professional participation and personal commitment, unequivocally contributes to the development of the automobile sector in Portugal. The winner of the 2022 edition was Miguel Sanches, Deputy Chairman of Operations at Volkswagen Brazil and South America.

Real Estate Awards

The Expresso 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.

The IV edition of the Real Estate Award, held in 2022, aimed to reward the best projects in this sector for the year 2021. Despite the aftermath of Covid-19 and the current global situation, the initiative brought together 55 applications.

The award ceremony of the IV edition took place in Braga and had six categories in competition, subdivided, namely: best new construction project in housing, tourism and offices; rehabilitation and reconstruction in housing, offices, tourism and public equipment or cultural heritage; interior architecture in housing, offices, tourism and public equipment or cultural heritage; sustainability in construction/sustainable architecture and energy efficiency; innovation in mediation and; public space in green space and urban planning.

SIC Esperança joined this initiative, awarding a prize to a solidarity project.



6. Promote debate and awareness on Sustainable Development

Contribution to the Sustainable Development Goals (SDGs):



List of Sustainability Initiatives in 2022	Reach
Let's talk about Sustainability Cycle of events	5 events 50 people on average per event 230 thousand readers
Sustainability Accelerator Editorial project	6 events 300 people at the events 230 thousand readers
Expresso SER Creation of a new biweekly newsletter	180 thousand deliveries
Expresso SER five manuals distributed with Expresso	82,000 Expresso readers

SER - Sustainable, Ecological, Responsible



SER

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

This project includes a new biweekly newsletter, dedicated to environmental, social and governance sustainability issues, a new cycle of conversations and events dedicated to the theme "Let's talk about sustainability" and a new dedicated thematic area on the newspaper's website.

The launch of the initiative included the offer to all readers of five sustainability manuals with ideas to apply at home, at work, on holiday or outdoors.

At a time when climate change, rising fuel prices and inflation are affecting consumer choices, the initiative aims to raise awareness of the three ESG pillars, covering the main challenges and opportunities that can make Portugal more sustainable, such as equal opportunities, access to health, corporate sustainability and greater social responsibility.

Initiatives that make a difference...

"I have Cancer. And then?"



In 2018, Impresa launched the project "I have cancer. And then?", focusing on the stories of survival and the day-to-day lives of women with breast cancer.



This editorial project of the Impresa Group - through the SIC and Espresso brands - is a space for information and debate that intends to put the citizen in the centre of the problem, seeking to know what is being done around the world to prevent and treat the disease. It gives a voice to scientists, doctors, nurses, social workers and all professionals dealing with the disease, thus being able to transmit experiences and share knowledge in the oncological field.

7. IMPRESA PEOPLE

7.1. Framework and characterisation of human capital

The pandemic has significantly changed the paradigms related to work organisation, leadership models, as well as in the relationship between employer and employee. Phenomena such as Great Resignation and Quiet Quitting have highlighted the need to implement good Human Resources practices that contribute to and sustain the bonding and involvement processes of employees.

In 2022, talent continues to play a central role in the strategy of the Impresa Group, in the construction of the Impresa value proposal and in its efforts to attract and retain talent, so it was urgent to implement policies, procedures, behaviours and ways of working that promote the well-being, development and motivation of employees.

Regarding the characterisation of human capital, as at 31 December 2022, Impresa has, according to the direct counting method, 927 employees (435 women and 492 men), most of whom are aged between 41-50 years. Of the 927 employees, 11 are disabled.

Distribution by gender		
Number of employees	435	47%
Number of employees	492	53%

Age cohort	Women	Men
> 60	20	40
51 - 60	122	155
41 - 50	140	191
31 - 40	90	72
21 - 30	63	34

Employees with disabilities	11
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With regard to academic qualifications, the majority of the employees are university graduates (281 women; 181 men).

Academic Qualifications	Women	Men
1st to 3rd Primary Education	11	32
Vocational Training	5	38
Secondary School	72	193
Bachelor Degree	12	17
Licentiate Degree	281	181
Master's degree	54	29
Doctorate	0	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
Number of Permanent Contracts	386	458
Number of Fixed-Term Contracts	46	32
Number of Uncertain Term Contracts	3	2
No. of Full-Time Employees	434	491
Number of Part-Time Employees	1	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
No. of Employees	937	0
Number of Permanent Contracts	844	0
Number of Fixed-Term Contracts	78	0
Number of Uncertain Term Contracts	5	0
Number of Full-Time Employees	925	0
Number of Part-Time Employees	2	0

Seeking to accommodate the advantages of making work organisation more flexible, Impresa decided to grant eligible employees the possibility of exercising their functions under an "Adaptive Work Regime", i.e. through a hybrid model. In 2022, 313 employees (180 women; 133 men) benefited from this model:



Contract Regime	Women	Men
In person	255	359
Hybrid	180	133

At Impresa, the majority of its employees have been working for the company from 21 to 25 years (109 women; 148 men), as shown in the data presented:

Seniority (years)	Women	Men
> 30	52	75
26 - 30	27	43
21 - 25	109	148
16 - 20	41	43
11 - 15	36	32
6 - 10	62	52
<5	108	99

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, based on objective criteria, namely seniority and professional experience, merit, productivity and academic qualifications.

Remuneration level by gender	
Average monthly salary of female employees	€ 2,113
Average monthly salary of employees	€ 2,607

Information about the remuneration of Impresa's directors 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 2022, as shown in the table above, maternity and parental leave totalled 7,532 hours.

Leave	Number of hours
Maternity	5,100
Parentality	2,432
Total hours	7,532



With regard to absenteeism hours, it can be seen that Impresa employees were absent for a total of 40,452 hours, mainly due to illness, which accounted for 37,907 hours in 2022.

Absences	Number of hours
Excused	29
Family assistance	1,690
Sickness	37,907
Work accidents	826
Total hours	40,452

By analysing the figures in the two tables above, it can be concluded that absences in 2022 totalled 47,984 hours. It was therefore concluded that the absenteeism rate for the Impresa Group is 3.27%, in which 1,625,394 of the 1,680,364 hours planned were effectively 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 2022, the Impresa Group continued to adopt measures to promote gender equality and equity 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;
- Guarantee equal opportunities for all employees to attend training courses;
- 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 career promotion and progression based on objective individual performance criteria, and 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 2022, which 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 2022 are presented in the following two tables:

Work accidents	Women	Men	Total
Number of accidents	2	6	8
Sick leave	43	75	118

Rates	Women	Men	Total
Frequency	1.22	3.66	4.8
Severity	26.23	45.76	71.99



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.

Training in occupational health and safety

- Training in the area of safety, specifically with the development of training actions in the area of first aid and defibrillator, with the aim of providing trainees with general first aid knowledge and enabling them to use the defibrillator.

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 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 2022, 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 2022 and its comparison with the year 2021.

Table: Training 2021/2022

Area	Number of actions			Workers covered			Number of training hours		
	2021	2022	Variation	2021	2022	Variation	2021	2022	Variation
Publishing	34	25	-26.47%	78	44	-43.59%	1,767	1,811	2.49%
Television	46	36	-21.74%	257	140	-45.53%	4,682	2,947	-37.06%
Other	33	36	9.09%	64	57	-10.94%	1,459	2,229	52.78%
Total Group	113	97	-27%	399	241	-40%	7,908	6,987	-12%

The following actions should be highlighted:

- Individual and team performance improvement workshop. Recognising the essential role of leadership, Impresa developed a training programme to strengthen proximity and communication in the work teams, promoting empathetic, close and collaborative leadership;
- With the acceleration of digital behaviours, where a strong adaptation to consumer needs and expectations is necessary, training in the digital area continued, in 2022, to be one of the privileged training areas, such as Digital Marketing and Digital Advertising actions;
- Training in the area of safety, specifically with the development of training actions in first aid and defibrillator, with the aim of providing trainees with general first aid knowledge and enabling them to use the defibrillator;
- With the aim of better responding to Impresa's strategic objectives and adapting the behaviour of employees to the new demands of the market, various actions were implemented in the behavioural area: Assertive Communication, Conflict Management, Interacting Effectively, Presentation Techniques and Oral Communication;
- There is a growing investment in the acquisition and updating of academic knowledge among the IMPRESA Group's management staff. In 2022, the following academic training actions were developed: Doctorate in Management, Postgraduate Diploma in Marketing, Strategy and Innovation, Management and Leadership Programme.



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.

In 2022, given the atypical situation that Impresa went through due to the complex cyber-attack it suffered, it was not possible, due to technical incapacity, to carry out the Performance Evaluation process for 2021.

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 2022, 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;
- Commitment to a training plan that meets the needs of the Impresa Group's employees and respective 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;
- In defining solutions and prioritising strategies, the best source of information are the employees of Impresa, so in July 2022 was launched the "Organisational Climate Study";
- As employee satisfaction is a decisive factor for Impresa's success, following the diagnosis of the organisational climate, which allowed for a detailed analysis of a number of dimensions, work sessions were held with each Director of the Group to carefully reflect on the results obtained in order to outline an action plan to act in the areas for improvement identified in each Department;



- 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 2022, 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 2022, 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;
- Christmas presents were distributed to all 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

IMPRESA recognises the importance of monitoring and mitigating its environmental impact, following an environmental protection action policy and assuming its responsibility as a privileged means of dissemination of good environmental practices.

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, including readers, viewers, employees and suppliers.

In 2022, 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

Materials used, broken down by weight

	Unit	2022	2021	% var
Renewable Materials				
Paper	Kg	2,834,052	2,200,500	28.8%
Paper/Cardboard	Kg	0	32,318	-100.0%
Wood	Kg	4,980	5,925	-15.9%
Non-Renewable Materials				
Plastic film	Kg	142	153	-7.5%
Total materials consumed	Kg	2,839,174	2,238,896	26.8%



Recycled materials used

	Unit	2022	2021	% var
Recycled Materials:	Kg	850,216	660,150	28.8%
Paper	Kg	850,216	660,150	28.8%

Recovered products and their packaging

	Unit	2022	2021	% var
Recovered products and packaging	Kg	340,086	264,060	28.8%
Paper	Kg	340,086	264,060	28.8%

Source: Invoices and remittance slips from suppliers

Material consumption control measures

Contribution to the Sustainable Development Goals (SDGs):



In 2022, 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 2022, the purchase of paper from producers committed to good environmental practices (FSC and PEFC certifications) was continued.

100% of printing paper is purchased from environmentally certified paper companies: FSC (Forest Stewardship Council) and PEFC (Program for the Endorsement of Forest Certification)



8.1.2. Energy

Energy consumption within the organisation

	Unit	2022	2021	% var
Renewable Fuels				
		0	0	
Non-Renewable Fuels				
Diesel (Generating Sets)	MegaJoules	41,392	17,653	134.5%
Gas (Kitchen Equipment)	MegaJoules	251,098	251,312	-0.1%
Diesel (Vehicles)	MegaJoules	6,157,146	6,355,738	-3.1%
Petrol (Vehicles)	MegaJoules	1,056,922	910,292	16.1%
Electricity consumption				
Purchased from the Distributor	MegaJoules	19,869,605	21,388,896	-7.1%
Solar Self-Generation	MegaJoules	660,049	652,418	1.2%
Heating consumption	MegaJoules	0	0	
Cooling consumption	MegaJoules	0	0	
Steam consumption	MegaJoules	0	0	
Electricity sold	MegaJoules	0	0	
Heating sold	MegaJoules	0	0	
Cooling sold	MegaJoules	0	0	
Steam sold	MegaJoules	0	0	
Total energy consumption	MegaJoules	28,036,212	29,576,309	-5.2%

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

In 2022, **660,049 MegaJoules of solar energy** were generated by the photovoltaic panels installed in the IMPRESA Building, in Paço de Arcos, which represents an **increase of 1.2% compared to that produced in 2021**.

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.

Contribution to the Sustainable Development Goals (SDGs):





Energy intensity

	Unit	2022	2021	% var
Energy intensity ratio	Megajoule/M€	151,344	155,501	-2.7%

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	2022	2017*	% var
Consumption reductions	MegaJoules	28,036,212	42,315,813	-33.7%

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, such as base year or baseline, including justification:

*The base year used is 2017. From that year onwards, unification of infrastructures and energy efficiency projects were put into action with the aim of reducing energy consumption.

Measures for the Control of Electricity Consumption

Contribution to the Sustainable Development Goals (SDGs):



In 2022 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;



- Included in the plan to replace obsolete equipment, a chiller (air conditioning) was replaced by new, more efficient equipment. .

In 2022, 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. Chargers for electric vehicles were also installed.

Concentration of operations in the IMPRESA Building

The process of progressive concentration of the activities of the various companies of the Impresa Group in the building in Paço de Arcos, as well as a set of initiatives with a focus on energy efficiency in the infrastructures, resulted in a **reduction in energy consumption of 33.7%** between 2017 and 2022.

8.1.3. Water

Water collection

	Unit	2022	2021	% var
Water collection by source				
Third-party water (total):				
*Freshwater (total dissolved solids ≤1,000 mg/L)	Litres	8,614	8,506	1.3%
Total water collection	Litres	8,614	8,506	1.3%

Measures to control water consumption

Contribution to the Sustainable Development Goals (SDGs):



In 2022 the following actions continued to be carried out as routine measures:

- The reduction in water pressure was maintained;
- The installation of timer valves 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 and reductions

	Unit	2022	2021	% var
Total scope 1 emissions	tonCO ₂ eq	657	1,324	-50.4%
Total scope 2 emissions (Market Based)	tonCO ₂ eq	1,434	1,198	19.7%
Total scope 3 emissions	tonCO ₂ eq	1,095	806	35.9%
Reduction of GHG emissions as a direct result of reduction initiatives	tonCO ₂ eq	3,186	3,328	-4.3%

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

Agência Portuguesa do Ambiente (APA). *Fator de Emissão de Gases de Efeito de Estufa para a Eletricidade Produzida em Portugal* [<https://apambiente.pt/clima/fator-de-emissao-de-gases-de-efeito-de-estufa-para-eletricidade-produzida-em-portugal>]

Agência Portuguesa do Ambiente (APA). *National Inventory of Emissions by Sources and Removal by Sinks of Atmospheric Pollutants (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

Areas in which reductions occurred:

Scope 1

GHG Emission Intensity

	Unit	2022	2021	% var
GHG emissions intensity index	tonCO ₂ eq/M€	11.29	13.26	-14.9%

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



8.3. Waste Management

Contribution to the Sustainable Development Goals (SDGs):



In 2022 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 2022, IMPRESA delivered **100% of its duly selected and separated waste** to entities specialised in waste collection and management.

8.4. Biodiversity Protection

Besides the transmission of contents appealing to a greater awareness and protection of biodiversity, such as the news items related to this theme 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.

The Taxonomy Regulations provide the criteria that must be met in order for an economic activity to be considered environmentally sustainable. These criteria include the listing of objectives that are considered to be environmental objectives:



- a) Climate change mitigation;
- b) Adaptation to climate change;
- c) The sustainable use and protection of water and marine resources;
- d) The transition to a circular economy;
- e) Pollution prevention and control;
- f) The protection and restoration of biodiversity and ecosystems.

Only objectives a) and b) are laid down in Commission Delegated Regulation (EU) 2021/2139 of 4 June 2021.

After a first year of application of the new legislation, the first disclosures by companies in the media sector and clarifications published by the European Commission, such as the Commission Communication on the interpretation of certain legal provisions of the Delegated Regulation Disclosure of Information under Article 8 of the EU Taxonomy Regulations on the communication of information on eligible economic activities, of 6 October 2022, IMPRESA has reassessed the eligibility criteria of the activities developed by the Group, under the terms of the annexes to the Regulation. In accordance with Article 8 of the EU Taxonomy Regulations on reporting on eligible economic activities of 6 October 2022, IMPRESA has reassessed the eligibility criteria of the activities carried out by the Group's companies, pursuant to Annexes I and II of Commission Regulation (EU) 2021/2178 of 6 July 2021 and Commission Delegated Regulation (EU) 2021/2139 of 4 June 2021, and has identified eligible economic activities under Taxonomy in financial year 2022, contrary to what was reported in 2021. Contributing to this reassessment was a change in the assumption regarding the integration of advertising revenue from the television segment and revenue from Inforportugal for the purposes of calculating eligible turnover, as well as the clarifications provided by the European Commission regarding the inclusion of CapEx and OpEx categories, in accordance with the adoption of measures not focused on the targeted economic activity in relation to which the expenses are incurred.

Eligibility Criteria in 2022

Activity Delegated Regulation (EU) 2021/2139	Description	Indicator/ Environmental Objective
8.3. Programming and broadcasting activities	<p>The corporate purpose of SIC - Sociedade Independente de Comunicação, S.A., a subsidiary 100% owned by Impresa - SGPS, S.A. is to carry out television, multimedia, audiovisual and cinematographic activities, as well as any other communication activity, namely Internet, videos on any medium and publications of any kind.</p> <p>SIC holds the license to operate the SIC TV Network 3, corresponding to the SIC programme service, as well as authorisations to operate the SIC Internacional, SIC Notícias, SIC Radical, SIC Mulher, SIC K, SIC Caras and TXILLO programme services.</p>	Turnover/ Adaptation
13.3. Film, video, and television programme production activities, sound recording, and musical editing	<p>Global Media Technology Solutions — Technical Services and Multimedia Production, Sociedade Unipersonal, Lda. ("GMTS"), wholly owned by SIC, whose core business is provision of services of technical nature concerning the media, audiovisual and film production, digital television, transmission of television and radio</p>	



	programmes, whether by terrestrial means (Hertzian), cable or satellite, internet, UMTS or any other multimedia activity.	
	The corporate purpose of Impresa Publishing, S.A. also includes publishing of newspaper publications, publishing of other publications and operation of graphic industries, publishing, production, manufacture, importation and sale of sound and video recordings.	
9.1. Engineering activities and related technical consultancy in the area of climate change adaptation	The subsidiary INFOPORTUGAL - Sistemas de Informação e Conteúdos, S.A. operates in the geographic information systems area, providing digital cartography services through the production of contents, namely aerial photography, cartography and georeferenced contents.	Turnover/ Adaptation
7.3. Installation, maintenance and repair of energy efficient equipment	Adoption of renovation measures based on the installation, maintenance or repair of energy-efficient equipment, namely the installation of LED lighting and the purchase of more energy-efficient HVAC equipment.	CapEx and OpEx/ Mitigation
7.5. Installation and repair of energy performance regulation and monitoring devices	Installation, maintenance and repair of instruments and measuring, regulation and monitoring devices with a view to increasing the centralised energy management capacity of the Paço de Arcos building and the Matosinhos facilities.	OpEx/ Mitigation
7.6. Installation and repair of renewable energy technologies	Installation of renewable energy technologies on-site - photovoltaic panels in the Paço de Arcos building.	CapEx/ Mitigation

Proportion of Eligible Activities 2022

Key Performance Indicators (KPI)	Total (M€)	Eligible		Not Eligible	
		M€	%	M€	%
IMPRESA Turnover (consolidated)	€ 185,248,797	€ 158,373,776	85.49%	€ 26,875,021	14.51%
CapEx	€ 2,727,654	€ 423,540	15.53%	€ 2,304,114	84.47%
OpEx	€ 4,907,688	€ 324,676	6.62%	€ 4,583,012	93.38%



Proportion of turnover from products or services associated with economic activities aligned by taxonomy - 2022

				Substantial contribution criteria		"Do No Significant Harm" Criteria								
Activities	NACE codes	Turnover €	Proportion of Turnover %	Mitigation %	Adaptation %	Mitigation Y/N	Adaptation Y/N	Water and Marine Resources Y/N	Circular Economy Y/N	Pollution Y/N	Biodiversity and Ecosystems Y/N	Minimum Safeguards Y/N	Enabling Activity E	Transition Activity T
A. Eligible Activities														
A.1. Aligned Activities														
Total Aligned Activities		0	0%											
A.2. Eligible but Not Aligned Activities														
8.3. Programming and broadcasting activities	J.60													
13.3. Film, video, and television programme production activities, sound recording, and musical editing	J.59	157,154,490	84.83%											
9.1. Engineering activities and associated technical consultancy in the field of adaptation to climate change	71.12	1,219,286	0.66%											
Total Eligible Not Aligned		158,373,776	85.49%											
B. Non-Eligible Activities		26,875,021	14.51%											
Total A + B		185,248,797	100%											



With regard to the Turnover indicator, IMPRESA has not identified activities within the scope of the operations of the Group companies that are eligible for the climate change mitigation objective.

As regards the adaptation objective, the following eligible activities have been identified under Delegated Regulation (EU) 2021/2139: Programming and broadcasting activities (8.3.), Film, video and television programme production, sound recording and music publishing activities (13.3.) and Engineering activities and related technical consultancy in the field of adaptation to climate change (9.1.).

For the purposes of alignment, although Impresa follows the recommendations and good practices of environmental management, 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 "No Significant Harm", Impresa considered that it does not have all the technical information required to confirm the alignment, opting to consider all the activities eligible under the Turnover Indicator as not aligned for 2022.

Regarding the Publishing area, IMPRESA regrets that it has not been considered for eligibility under Delegated Regulation (EU) 2021/2139.

Proportion of CapEx of products or services associated to economic activities aligned by taxonomy - 2022

				Substantial contribution criteria		“Do No Significant Harm” Criteria								
Activities	Codes Delegated Regulation (EU) 2021/2139	Capex €	Proportion of Capex %	Mitigation %	Adaptation %	≥ Mitigation %	≥ Adaptation %	≥ Water and Marine Resources %	≥ Circular Economy %	≥ Pollution %	≥ Biodiversity and Ecosystems %	≥ Minimum Safeguards %	Enabling Activity E	Transition Activity T
A. Eligible Activities														
A.1. Aligned Activities														
Installation, maintenance and repair of energy efficient equipment	7.3	28,698	1.05%	100%		Do No Harm	Do No Harm	N/A	N/A	Do No Harm	N/A	Y	E	
Installation and repair of renewable energy technologies	7.6	394,842	14.48%	100%		Do No Harm	Do No Harm	N/A	N/A	N/A	N/A	Y	E	
Total Aligned Activities		423,540	15.53%											



A.2. Eligible but Not Aligned Activities			
Total Eligible Not Aligned		0	0%
B. Non-Eligible Activities		2,304,114	84.47%
Total A + B		2,727,654	100%

As explained in the Commission Communication on the interpretation of certain legal provisions of the Delegated Disclosure Regulation under Article 8 of the EU 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 forms part of a plan to expand taxonomy-eligible economic activities or to enable taxonomy-eligible economic activities to become taxonomy aligned.
- (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 adopted 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.

The reporting of operating expenses (OpEx) for the first year(s) of application of the Delegated Disclosure Regulation must follow the same approach.

In this sense, in the case of IMPRESA, the purchase of new HVAC equipment (chiller) of the latest generation and with greater energy efficiency, to replace other equipment at the end of its life, as well as the purchase and installation of photovoltaic panels installed in the Paço de Arcos building, were considered for eligibility and alignment with the mitigation objective.

Evaluation Criteria (Delegated Regulation (EU) 2021/2139)

7.3. - Installation, maintenance and repair of energy efficient equipment

- Adoption of specific renovation measures based on the installation, maintenance or repair of energy efficient equipment: *HVAC chiller*

Making a substantial contribution to climate change mitigation:

Subparagraph (e) installation, replacement, maintenance and repair of heating, ventilation and air conditioning (HVAC) and water heating systems, including equipment related to district heating services, with highly efficient technologies.



Do No Significant Harm ("DNSH")

Adaptation to climate change: It is without prejudice to any of the criteria mentioned in Appendix A of Delegated Regulation (EU) 2021/2139.

Pollution prevention and control: The construction components and materials comply with the criteria laid down in Appendix C of Delegated Regulation (EU) 2021/2139.

Other objectives: N/A

7.6. - Installation, maintenance and repair of renewable energy technologies

- Installation, maintenance and repair of renewable energy technologies on site: installation of photovoltaic panels

Making a substantial contribution to climate change mitigation:

Subparagraph (a) installation, maintenance and repair of solar photovoltaic systems and ancillary technical equipment

Do No Significant Harm ("DNSH")

Adaptation to climate change: It is without prejudice to any of the criteria mentioned in Appendix A of Delegated Regulation (EU) 2021/2139.

Other objectives: N/A

Proportion of OpEx of products or services associated to economic activities aligned by taxonomy - 2022

				Substantial contribution criteria		“Do No Significant Harm” Criteria								
Activities	Codes Delegated Regulation (EU) 2021/2139	Opex €	Opex ratio %	Mitigation %	Adaptation %	Do No Harm Mitigation	Do No Harm Adaptation	Do No Harm Water and Marine Resources	Do No Harm Circular Economy	Do No Harm Pollution	Do No Harm Biodiversity and Ecosystems	Do No Harm Minimum Safeguards	Enabling Activity E	Transition Activity T
A. Eligible Activities														
A.1. Aligned Activities														
Installation, maintenance and repair of energy efficient equipment	7.3	265,773	5.42%	100%		Do No Harm	Do No Harm	N/A	N/A	Do No Harm	N/A	Y	E	
Installation and repair of energy performance regulation and monitoring devices	7.5	58,903	1.20%	100%		Do No Harm	Do No Harm	N/A	N/A	N/A	N/A	Y	E	
Total Aligned Activities		324,676	6.62%											



A.2. Eligible but Not Aligned Activities			
Total Eligible Not Aligned		0	0%
B. Non-Eligible Activities		4,583,012	93.38%
Total A + B		4,907,688	100%

For the purposes of eligibility and alignment with the mitigation objective, the replacement of all the lighting in the Paço de Arcos building with LED lamps was considered, as well as the increase in the centralised energy management capacity of the Paço de Arcos building and the Matosinhos facilities.

Evaluation Criteria (Delegated Regulation (EU) 2021/2139)

7.3. - Installation, maintenance and repair of energy efficient equipment

- Adoption of specific renovation measures based on the installation, maintenance or repair of energy efficient equipment: *LED lighting installation.*

Making a substantial contribution to climate change mitigation:

Subparagraph (d) installation and replacement of energy-efficient light sources.

Do No Significant Harm (“DNSH”)

Adaptation to climate change: It is without prejudice to any of the criteria mentioned in Appendix A of Delegated Regulation (EU) 2021/2139.

Pollution prevention and control: The construction components and materials comply with the criteria laid down in Appendix C of Delegated Regulation (EU) 2021/2139.

Other objectives: N/A

7.5. - Installation, maintenance and repair of instruments and devices for measuring, regulating and monitoring the energy performance of buildings

- Installation of control, regulation and monitoring devices

Making a substantial contribution to climate change mitigation:

Subparagraph (b) installation, maintenance and repair of building automation and control systems, building energy management systems (BEMS), lighting control systems and energy management systems (EMS)

Do No Significant Harm (“DNSH”)

Adaptation to climate change: It is without prejudice to any of the criteria mentioned in Appendix A of Delegated Regulation (EU) 2021/2139.

Other objectives: N/A

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.

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.

Regarding the other dimensions, the Group has a set of policies and regulations, referred to in *chapter 2.8. Implemented Regulations and Policies*, which define the adoption of the best governance practices and the procedures for the good functioning of the companies, with emphasis, within this scope, on the Regulations on Procedures to be adopted for the Communication of Irregularities and the Policy for Assessment and Control of Transactions with Related Parties. More detailed information on this topic and on the established procedures is published annually in the Corporate Governance Report of Impresa.

Main methodological notes:

Turnover: It corresponds to the consolidated amount of provision of services, sales and other operating income, according to the consolidated financial statements as at 31 December 2022.

CAPEX: It corresponds to the sum of the acquisitions of tangible fixed assets and intangible fixed assets, including rights of use, made in 2022, as disclosed in notes 18 and 19 of the consolidated financial statements.

OPEX: Corresponds to:

- Expenses on the renovation and maintenance of buildings and other facilities;
- Maintenance and repair costs;
- Other costs directly related to the maintenance of tangible fixed assets.



Lisbon, 19 April 2023

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

Manuel Guilherme Oliveira da Costa

Maria Luísa Coutinho Ferreira Leite de Castro Anacoreta Correia

Ana Filipa Mendes de Magalhães Saraiva Mendes



Annex: Global Reporting Initiative (GRI) Content Summary

Statement of use	IMPRESA - Sociedade Gestora de Participações Sociais, S.A. reported the information cited in this GRI content summary for the period 1 January 2022 to 31 December 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Fundamentals 2021

GRI indicator	Content	Location	CMVM Model Correspondence	ODS Correspondence
GRI 2: General Contents 2021				
2-1	Organisation details	Sustainability Report "1. About the Report"	A - Introduction	
2-2	Entities included in the organisation's sustainability report	Sustainability Report "1. About the Report" <i>Notes to the Consolidated Financial Statements as at 31 December 2022</i>		
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"		
2-7	Employees	Sustainability Report "7. Impresa People"	D. iii. Workers and Gender Equality and Non-Discrimination	
2-9	Governance structure and its composition	Sustainability Report "2. About Impresa" <i>Corporate Governance Report</i>		
2-10	Appointment and selection for the highest governing body	<i>Corporate Governance Report</i>		
2-11	Chairman of the highest governing body	<i>Corporate Governance Report</i>		
2-14	Role of the highest governance body in sustainability reporting	Sustainability Report "2. About Impresa"		
2-15	Conflicts of interest	<i>Corporate Governance Report</i>		
2-16	Reporting critical concerns	Sustainability Report "2. About Impresa" <i>Corporate Governance Report</i>		
2-19	Remuneration policies	<i>Corporate Governance Report</i>		
2-20	Process for determining remuneration	<i>Corporate Governance Report</i>		
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
GRI 3: 2021 Material Topics				
GRI 3-1	Process for defining material topics	Sustainability Report "2. About Impresa"		
GRI 3-2	List of material topics	Sustainability Report "2. About Impresa"		
GRI 3-3	Management of material 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, 9
2-7	Conditions of Employment	Sustainability Report "7. Impresa People"	D. iii. Workers and 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 and Gender Equality and Non-Discrimination	3



GRI 404-2	Training and Development of Human Capital	Sustainability Report "7. Impresa People"	D. iii. Workers and Gender Equality and Non-Discrimination	4
GRI 406-1	Diversity and Equal Opportunities	Sustainability Report "7. Impresa People"	D. iii. Workers and 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
	Sustainable use of resources:			
GRI 301-1 GRI 301-2 GRI 301-3	• 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	Sustainability Report "8. Ecological Footprint and Commitment to the Environment"	D. i. Environmental Policies	7, 12, 13
GRI 303-3	• Water**	Sustainability Report "8. Ecological Footprint and Commitment to the Environment"	D. i. Environmental Policies	6.12
GRI 307-1	Compliance with environmental laws and regulations	Sustainability Report "8. Ecological Footprint and Commitment to the Environment"		

*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.

GRI/ SASB* indicator	Content	Location	CMVM Model Correspondence	ODS Correspondence
Other topics that allow greater alignment with Decree-Law 89/2017 and with the CMVM's Reporting Template for Disclosure of Non-Financial Information				
	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	
GRI 413-1 GRI 203-1 GRI 203-2	Commitment to the Community	Sustainability Report "5. Social Responsibility as a Differentiating Element"	D. i. Social Policies	
GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4 GRI 305-5	Climate Change: Pollution and Emissions of Greenhouse Gases (GHG)	Sustainability Report "8. Ecological Footprint and Commitment to the Environment"	D. i. Environmental Policies	
	Circular economy and waste management	Sustainability Report "8. Ecological Footprint and Commitment to the Environment"	D. i. Environmental Policies	12
	Protection of biodiversity	Sustainability Report "8. Ecological Footprint and Commitment to the Environment"	D. i. Environmental Policies	