



## Repsol advances in digitalization and development of talent with training on data

- Repsol has signed an agreement with the digital business school ISDI to launch a training program that will allow its employees to explore and dig deeper into the potential of the use of data and artificial intelligence in the businesses and corporate areas of the company.
- With this initiative, the company continues to transform itself, in line with the objectives in its 2021-2025 Strategic Plan where digitalization and the development of talent in the digital areas are fundamental aspects.
- The agreement will contribute to the development of digital competences and capabilities that Repsol is promoting through the launch of the Repsol Data School, a training program that will enhance the knowledge and the analytical skills of the employees.
- ISDI will deliver the advanced training program on data, analytics, and artificial intelligence, custom-designed for the different areas of the company.
- The training program run by ISDI is expected to be delivered to more than 800 Repsol employees from all over the world in the period 2021-2023.

Repsol has signed an agreement with the digital business school ISDI to launch a training program that will allow its employees to explore and dig deeper into the potential of the use of data and artificial intelligence in the businesses and corporate areas of the company.

With this agreement, Repsol continues to move forward in the transformation of the company, with digitalization and development of talent as two key aspects on the way. New information technologies and the digital sphere play a crucial role in the 2021-2025 Strategic Plan, thanks to artificial intelligence, automation of operations, and cloud solutions.

The new Strategic Plan envisions a positive impact of the company's digitalization projects of more than €800 million a year by as early as 2022. Additionally, the Digitalization Program, initiated in 2018 as a key element of the energy transition of Repsol, has now entered more mature phases, with more than 240 digital initiatives underway and over 1,200 professionals involved directly.

Therefore, the company has signed an agreement with the digital business school ISDI to continue promoting new training programs that will help the businesses and the areas that need to dig deeper into the

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Digitalization and the development of talent are two fundamental aspects of the transformation of the company

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An agreement to dig deeper into the possibilities and potential of the use of data for the company's businesses

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The Repsol Data School is a training program for the employees on data, analytics, and artificial intelligence

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Employees from all over the world will receive training on the use of data and artificial intelligence



advanced analysis of data to offer value to its clients with custom-made multi-energy offerings, to improve processes, or to become more efficient.

The agreement with ISDI was signed today at the Repsol Campus in Madrid, with the participation of Repsol's Executive Managing Director of People and Organization, Arturo González, the company's Executive Managing Director of Technology Development, Resources, and Sustainability, Luís Cabra, the Chairman of ISDI, Javier Rodríguez Zapatero, and the Managing Director of ISDI, Rodrigo Miranda.

In the words of Arturo González, with this agreement "we commit ourselves to the most important part of our organization, our people, making the necessary resources available to acquire new analytical competences associated with digitalization and new technologies. Repsol's Executive Managing Director for People and Organization also mentioned the company's new roadmap for 2025: "We are facing the current challenges while we promote new ways of working and fulfill the objectives for talent and digitalization in our 2021-2025 Strategic Plan."

Luis Cabra, for his part, highlighted "the importance and competitive advantages for the different businesses of the use of artificial intelligence in all of its processes. Without a doubt, this is reflected in the transformation of our way of operating." The Executive Managing Director for Technology Development, Resources, and Sustainability at Repsol has assured that, with this training agreement, "we consolidate our commitment to become a data driven organization where analysis of data will allow us to make better decisions and create value and efficiency in all our processes. At the same time, it will give us the opportunity to enhance our professional competences."

"The companies of the future need to develop new models for their businesses and for the interaction with their clients, suppliers, collaborators, and employees, based on processes and new ways of working. Within this framework, the data and the information generated are crucial to increase the efficiency and competitiveness in their markets and as the basis for new models of AI and ML. The key factors here are the re-skilling and the up-skilling of the teams and the talent that constitute the nervous system of leading companies like Repsol," added Rodrigo Miranda.

## **The Repsol Data School contributes to an important shift in the corporate culture and the ways of working**

This agreement is part of the Repsol Data School, a custom-made training program for all employees with the objective of becoming a data-driven company and, at the same time, marking a shift in the corporate culture and the ways of working. The program develops the analytical skills and improves the decision-making process, both for the employees who are new to data and for those that are already acquainted with it and want to take their understanding of data science a step further.

The learning programs designed together with ISDI, called #Data4Business and #Data4Digital, will begin in 2021. Around 800 employees from all over the world will participate in between 80 and 100 hours of training. They will get the chance to familiarize themselves with the different areas of this field (Big Data, Artificial Intelligence, IoT, data visualization, data governance) and gain further knowledge of the practical applications and develop a project or a business case, in order to optimize their daily work.

A few months ago, the Repsol Data School also launched #Data4Everyone. This series of short courses introduce the employees to the practical applications of these new analytical skills. They are available on the digital learning platform of the company.