



OVERVIEW

2018
SUSTAINABILITY
PLAN

Vietnam



2018 Sustainability Plan

Overview



At the end of the year, it is time to review each of the initiatives that are part of the Sustainability Plan. The degree to which the objectives have been fulfilled is as follows:

7 Actions / **100%** Fulfillment



Ethics and transparency

1 ACTION



People

3 ACTIONS



Safe operation

1 ACTION



Environment

2 ACTIONS

Further down, you can obtain more detailed information for each of the actions included in the plan, their indicators, and all other relevant information.

2018 Sustainability Plan

Noteworthy projects



At Repsol, we contribute to sustainable development...
by creating shared value and positive impacts on communities.

“A Brighter Path” for Ethnic Minority Girls

“A Brighter Path” is a long-haul program to provide hope for a brighter future for ethnic minority girls.

The program provides 50 ethnic minority girls with mentoring and scholarships from high school to university/college. Each student receives a seven-year scholarship (three years of high school and four years of university), including support for books, food, housing and uniforms or clothing.



Traffic Safety Program in Ho Chi Minh City

In an attempt to raise awareness toward traffic safety and prevent road accidents, Repsol Vietnam continues partnering with Communist Young Union of Ho Chi Minh City to conduct traffic safety training sections for students in primary schools and high schools in the city.



PRESENTATION

2018
SUSTAINABILITY
PLAN
Vietnam



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Legal Notice

This Sustainability Plan includes a set of actions which, in whole or in part, go beyond what is required by law and are aimed to contribute to sustainable development. Participating companies of Repsol Group have the firm intention to undertake and fulfill them. However, they reserve the right to modify, postpone or cancel their implementation without incurring liability, but undertake to publicly justify these possible cases.

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1 Our vision of sustainability

Preparation of this Plan



At Repsol, we contribute to sustainable development by seeking to satisfy the growing demand for energy, which is essential for the fulfillment of people's fundamental rights, and by creating value in both the short and long term.

We maximize our positive impact and minimize our negative impact on society and the environment throughout our value chain by acting ethically and transparently. In doing so, we seek to comply not only with the regulations in force but also with the main international standards.

Under these premises, our sustainability model incorporates ethical, environmental, and social considerations into our decision-making process, based on dialogue with stakeholders. We do this every year, creating initiatives that address the concerns of these stakeholders. This is how the **Sustainability Plans** — action plans that are available to the public and created on an annual basis — are born.

The **Global Sustainability Plan** is put together on the basis of the **six axes** of Repsol's Sustainability Model.



Ethics and transparency

We act responsibly and with integrity wherever we operate



People

We are committed to people and promote their development and social environment



Safe operation

We guarantee the safety of our employees, contractors, partners, and the local community



Environment

We consume the resources needed to generate power more efficiently and with the least possible impact



Climate change

We want to be part of the solution to climate change



Innovation and technology

We encourage innovation and incorporate technological advances to improve and develop ourselves and our environment

2018
Sustainability Plan
Vietnam

7 Actions



Ethics and
transparency

1 ACTION



People

3 ACTIONS



Safe
operation

1 ACTION



Environment

2 ACTIONS

This plan responds to the **expectations identified by the Company's stakeholders**, among which we can highlight the following:

- Repsol Vietnam adherence to Repsol global sustainability programs
- Receive information of Repsol's Vietnam specific projects related to sustainability
- Repsol to apply high standards with regards to safety in its operations
- Repsol to meet legal environmental regulations and implement best practices
- Repsol to participate in social development programs

Sustainability Plan 2018

Sustainable Development Goals



The **actions** that make up this **Plan** help support the United Nations' **2030 Agenda** by addressing the following Sustainable Development Goals (SDG):



Good Health and Well-Being. This plan contributes to the reduction of deaths and illnesses from non-communicable diseases (target 4).



Quality Education. The contribution to this goal focuses on initiatives to increase the technical and professional skills for employment and decent jobs (target 4).



Affordable and Clean Energy. This plan includes actions to ensure universal access to energy services (target 1).



Decent Work and Economic Growth. This plan includes initiatives aimed at promoting a safe and secure working environment (target 8).



Industry, Innovation and Infrastructure. This plan includes an initiative which focuses on developing infrastructure to support economic development and human well-being (target 1).



Reduced Inequalities. An initiative of this plan focuses on promoting the social, economic and political inclusion of all (target 2).



Responsible Consumption and Protection. The contribution to this goal is carried out through initiatives to encourage companies to adopt sustainable practices (target 6) and to ensure that people have the relevant information and awareness for sustainable development and lifestyles in harmony with nature (target 8).



Life below water. This plan includes specific actions to avoid adverse impacts on marine and coastal ecosystems (target 2) and to increase scientific knowledge in order to improve ocean health (target 8).



Peace, Justice and Strong Institutions. This plan commits actions to reduce corruption and bribery (target 5), and develop transparent institutions (target 6).

At Repsol, we contribute to sustainable development...

We act with integrity in all countries in which we are present.

Our ethical conduct involves strict compliance with both the letter and the spirit of the law.

On this axis, we establish the set of actions that ensure the Company promotes and encourages a **culture of integrity and responsibility** for all Repsol employees, as well as our suppliers, contractors, and business partners.

We also define **transparency and accountability** as differential elements in the Repsol sustainability model. To be credible, it must be consistently transparent.

In this Sustainability Plan, we have committed to actions that will help the Company overcome the challenges we have set for ourselves in this area, while responding to the main expectations of our stakeholders.



Good governance practices

Transparency

Responsible tax policy

Anti-corruption

Fair competition

Responsible political involvement

Fair marketing and sales



ACTION

Carry out an Anti-Bribery and Corruption Risk Assessment to review our procedures and practices in the Asia-Pacific Region.

DESCRIPTION

We will conduct a risk assessment on anti-bribery, corruption and fraud for the business unit, following a Regional and Global program to review our procedures and practices in the APAC Region and identify areas of risks in the area of bribery and corruption so that we might mitigate and hopefully eliminate those risks. We have contracted Ernst and Young to carry out the risk assessment during 2018.

INDICATOR

Issue the final report by end of June.

WHAT HAVE WE ACHIEVED?



We have carried out the Anti-Bribery and Corruption Risk Assessment within the Business Unit and the results have been communicated to the Management Team. It will be discussed further to define actions to be developed.

CONTRIBUTION TO THE SDGs:



At Repsol, we contribute to sustainable development...

Our employees, communities, commercial relations, and customers are a primary axis in our sustainability model.

We know that the **people that make up Repsol** are our main competitive advantage and the key to being a sustainable company. We are committed to equal opportunities, the integration of people with disabilities, multi-culturalism, work-life balance, training and development, and attracting and retaining talent.

Business operations are carried out in an increasingly demanding and informed social environment, and companies strive to **establish sound relationships** based on the principles of respect, cultural sensitivity, integrity, accountability, transparency, good faith, and non-discrimination with the people they interact with, particularly local communities. At Repsol, we are committed to continue respecting human rights, and this means preventing our activities from having negative consequences for local people and, if such a thing does occur, doing everything possible to repair the damage done.

This axis includes the following initiatives.



Respect for Human Rights (labor rights and employment conditions, health, rights of vulnerable groups and others)

Grievance mechanisms

Diversity and work-life balance

Climate and talent retention

Opportunity management (training and development, dialogue with communities, and social investment)



ACTION

Develop the Repsol Wellness Promotion Program.

DESCRIPTION

We will continue to promote the wellbeing of our employees by launching a wellness program. Although we look after our employees' health and although actions have been taken, a more systematic approach was required.

In 2018 we will reach an agreement with the gym for the free use of employees and we will organize nutritionist visits to the office and periodical talks to promote health among our employees

INDICATOR

Prepare the 2018 plan.

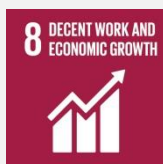
Fulfil the wellness plan.

WHAT HAVE WE ACHIEVED?



We have implemented successfully the wellness program with a number of club organized: swimming, dance and yoga. Besides an agreement with gym center for employees' use has been signed. We have promoted employees' nutrition and health by periodical health talks throughout the year 2018.

CONTRIBUTION TO THE SDGs:



ACTION

Communicate to our employees the Global Sustainability Plan and the Vietnam Sustainability Plan.

DESCRIPTION

We will organize an internal meeting, involving all employees, to communicate the Global and Vietnam Sustainability Plans.

The communication of Repsol's global and local initiatives in terms of sustainability is an important milestone to increase the pride of employees with their Company.

INDICATOR

Organize the communication event with our employees.

WHAT HAVE WE ACHIEVED?



The Global Sustainability Plan and Vietnam Sustainability Plan have been presented in internal meetings with employees during the year 2018.

CONTRIBUTION TO THE SDGs:



ACTION

Implement the social investment plan for 2018.

DESCRIPTION

We will continue to implement the on-going initiatives of social investment focused on the following areas: strengthening of community capacities and knowledge; shared local infrastructure.

INDICATOR

Fulfill the 2018 social investment plan.

WHAT HAVE WE ACHIEVED?



We have completed the social investment plan for 2018. The planned activities and projects have been successfully implemented, including the Traffic Safety Program for students, Vocational Courses for disadvantaged students and the Brighter Path Project for ethnic girls.

CONTRIBUTION TO THE SDGs:



At Repsol, we contribute to sustainable development...

In pursuit of our goal of **Zero Accidents**, we demand a high level of safety in our processes and facilities, paying special attention to the protection of the people and the environment around us. We apply stringent measures during the design and maintenance of our facilities. We carry out risk analyses following best practices at the international level, manage our response to emergencies efficiently, and provide appropriate training to our employees. In addition, we consider anticipative safety measures key to preventing major industrial accidents.

When we speak about safety, we do not limit ourselves to our facilities, but also refer to raising awareness among **our suppliers and contractors**.

Our commitment in this area is evidenced by the fact that safety objectives determine our **employee's performance-based compensation** by anywhere from 10% to 20%.

Below, we list the actions that show our commitment to safety and our goal of Zero Accidents.

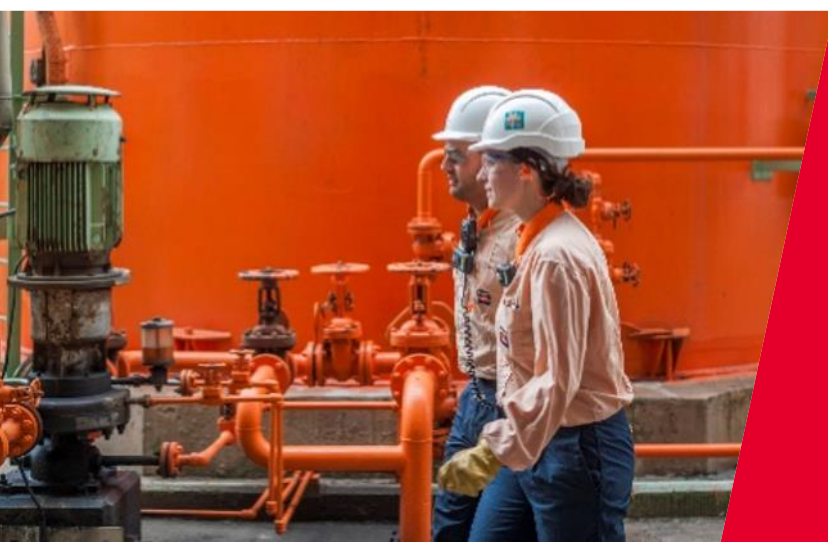


Prevention of personal, process,
and transportation accidents

Incident Management

Emergency management

Safety in product use



ACTION

Foster safety in our non-operated asset Thang Long JOC.

DESCRIPTION

As a responsible partner, we will provide support to Thang Long LOC (non operated production asset) in the implementation of a Safety Culture Improvement Plan. This Plan contemplates a combination of awareness sessions, training, HSE (health, safety and environment) field visits by leaders and leadership training.

INDICATOR

Fulfill the Safety Culture Plan.

WHAT HAVE WE ACHIEVED?



The Safety Culture Plan has been implemented successfully in Thang Long JOC throughout 2018. The completed plan includes internal meetings and training, safety presentations/ talks, quiz games, tea break for lessons learnt, etc., that promotes people's attitudes, values and believes of safety at workplace.

CONTRIBUTION TO THE SDGs:



At Repsol, we contribute to sustainable development...

At Repsol, we share society's concern regarding the need to care for the environment in which we live. We seek to **minimize the impact of our operations** by adopting a low-emissions strategy, optimizing water management, reducing the contaminant load of spills, managing waste appropriately, improving prevention and response systems during spills, and considering biodiversity to be a key component.

We've taken on the commitment to use the resources involved in our operations efficiently and in a more circular fashion. In 2016, Repsol set a new challenge: to seek Circular Economy opportunities that promote the sharing economy and represent an alternative to the linear economy of extracting, using, and throwing away.

This Sustainability Plan includes commitments to actions in step with the lines of work that Repsol has set on this axis of sustainability.



Efficient management of natural
resources

Environmental impact
minimization



ACTION

Go forward with the biodiversity plan in the CRD project.

DESCRIPTION

As part of the baseline definition and to better understand existing ecosystems, during 2018 we will deploy a ROV (Remote Operated Vehicle) to collect pictures and videos of the sea bed environment.

INDICATOR

Carry out ROV survey.

WHAT HAVE WE ACHIEVED?



We have carried out a seabed habitat survey using a Remote Operated Vehicle to collect visual data (videos and photographs) of the seabed ecosystem at the CRD project area. International scientists were engaged to evaluate the levels of biodiversity and recommend conservation actions.

CONTRIBUTION TO THE SDGs:



ACTION

Enhance oil spill response capabilities.

DESCRIPTION

We will continue the elaboration of the Oil Spill Contingency Plan for the development of the CRD project and in particular the 2018 drilling campaign. The plan will guide all the Company actions through an oil spill. During 2018 the plan will be submitted for approval to authorities. Repsol Vietnam will make sure that all personnel involved are trained to follow the plan.

INDICATOR

Obtain approval of the plan by local authorities.

Train members of response team.

WHAT HAVE WE ACHIEVED?



We have completed the Oil Spill Contingency Plan and submitted to local authorities for approval. A technical acceptance was granted.

We have trained our employees and carried out emergency exercises to enhance our response capability and readiness.

CONTRIBUTION TO THE SDGs:



This Sustainability Plan is a dynamic document.

Each year we will give an account of the extent to which the actions that make up this Plan have been carried out by publishing a monitoring report.

Moreover, given that the expectations of our stakeholders and the issues that concern them are changeable and subject to the evolution of events during the course of the year, this Plan will be updated annually with new actions or the reformulation of existing ones to adapt them to the new situation.

The successive updates of the plan will leave behind them a trail of completed actions that, collectively, are a contribution of our Company to sustainable development.



