



Overview 2020 Sustainability Plan Bolivia



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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

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 the roadmap forming the basis for deployment of **Local Plans**. The plans also contain commitments in relation to the local context.

The **Sustainability Plans** are put together on the basis of the **six axes** of Repsol's Sustainability Model.

 Ethics and Transparency We act responsibly and fully where we are present	 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

2 2020 Sustainability Plan

Sustainable Development Goals



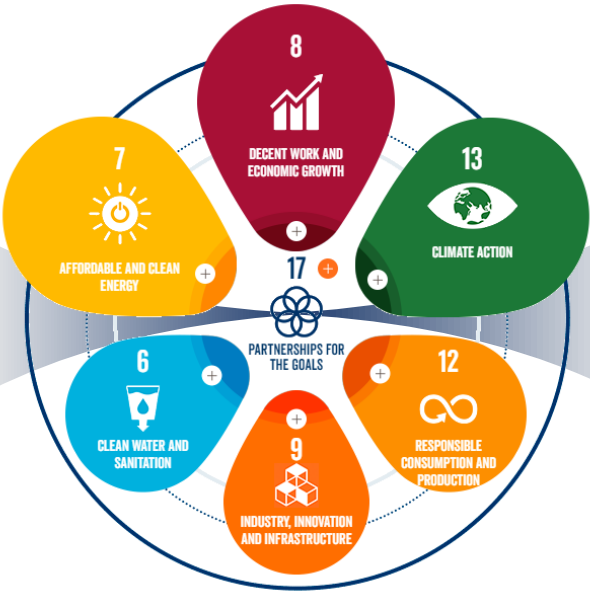
At Repsol we support the United Nations' **2030 Agenda** for Sustainable Development and use the 17 Sustainable Development Goals (SDGs) as a reference when defining our priorities.

We believe that we must focus on the SDGs in which we can maximize our impact. Thus, regarding the company's strategic plan, the material issues and the local contribution in each of the Sustainability plans, the following SDGs have been selected:

Given our role in access to affordable energy, our contribution to social economic development and the fight against climate change, we have prioritized SDGs 7, 8 and 13.



We believe that the most efficient way of contributing to the 2030 Agenda is to collaborate with other entities



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Given our commitment to the optimization of water management, our support for Innovation and Technology, and our focus on the Circular Economy, we have prioritized SDGs 6, 9 and 12.

In 2020, we want to go one-step further in our commitment to sustainable development by publishing an Annual Report on our contribution to the SDGs for the first time.

We wish to make our contributions to the 2030 Agenda clear by publishing more than 30 indicators and commitments, painting a panorama of the efforts we make all around the Company, both locally and globally, to provide solutions to the social challenges we face.

We want to be agents of environmental and social change in the territories in which we operate. We have the resources, the ambition and, most importantly, the commitment we need. That is our ambition and the United Nations 2030 Sustainable Development Agenda shows us the way that we can make this happen.

2 2020 Sustainability Plan

Sustainable Development Goals



The **actions** of which this **Plan** is composed, defined in due consideration of the local context, help support **2030 Agenda** by addressing the following goals:



2020 Sustainability Plan

Summary: Noteworthy projects

At Repsol we contribute to sustainable development...

and we move towards the energy transition by promoting sustainability in our operations and incorporating universal principles related to Human Rights, Ethics, People, Safety and accelerating digital transformation and innovation, with a focus on new ways of working and solutions against climate.

Circular Economy

Repsol Bolivia contributes to the circular economy through the implementation of water reuse projects.

Reuse of waste water: Grey and black water from the Margarita Field is reused to irrigate green areas and the football pitch after having undergone treatment at the Water Treatment Plant (WTP) and verified the compliance of all parameters.

Rainwater harvesting in projects with the aim of reducing the consumption of underground water sources. A rainwater collection drain or gutter was implemented in the chemical store located in the BCS-X1 well pad. All the water is collected in a tank, quantified and reused for the production of water-based sludge. Through this project in the last quarter of 2020, 50m³ of unused water was recovered from Caipipendi's water supply sources.

Collection and use of condensation water from air conditioners: The objective is to collect all condensation water from the air conditioners at both the mini-camp and the BCS-X1 drilling camp for reuse in drilling activities. In the last quarter of 2020 alone, more than 100m³ of water was reused with this project.



2020 Sustainability Plan

Summary: 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:

18
Actions

83% Fulfillment
17% In progress



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

2 2020 Sustainability Plan

Ethics and transparency



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. We want to be publicly recognized as an honest and transparent company in tax-related matters. Thus, **we are engaged in EITI** (Extractive Industries Transparency Initiative) with the aim of strength our cooperative relationships with the administrations.

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.





Ethics and transparency

Action

Creation and management of a mailbox for partners.

Description

In order to contribute to the transparent management of information for Repsol partners, a communication channel will be implemented to centralize and respond to partner expectations.

Indicator

Mailbox implemented and informed to partners throughout 2020.

What we've achieved



We have implemented a mailbox as an effective, timely and transparent communication channel with partners in the Caipipendi, Iñiguazu and Monteagudo blocks. This mailbox is used to send and receive information on relevant issues.

Contribution to the SDGs:



2 2020 Sustainability Plan



Ethics and transparency

Action

Communicate and socialize information on fiscal policies and practices, as well as regulatory development and our fiscal contribution in Bolivia, as a good practice of transparency.

Description

We will communicate to our internal stakeholders, through a management report, the fiscal information regarding tax payments in Bolivia, as well as the relevant information on fiscal issues, according to the required criteria taking as a reference the EITI criteria.

Indicator

To prepare, send and communicate an annual report of Repsol Bolivia regarding payments to governments for the integrated management report of the Repsol group.

To prepare an annual communication on relevant information on fiscal matters to Repsol Bolivia's internal stakeholders, which will help them to meet the requirements as EITI participants.

What we've achieved



We have prepared the annual report on tax policies and practices, as well as regulatory developments and our tax contribution in Bolivia for subsequent dissemination to our internal stakeholders.

Contribution to the SDGs:



2 2020 Sustainability Plan

People



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.



2 2020 Sustainability Plan



People

Action

Disseminate the United Nations Agenda 2030 among the employees of the Business Unit in Bolivia.

Description

We will train in ODS by means of an On Line course.

- 1.- Make the ODS course available to all employees to continue advancing their training and awareness.
- 2.- Ask each management to promote training in ODS on line.
- 3.- Follow up on the employees who have registered for the training.

Indicator

That 50 % of the employees have completed the formation.

What we've achieved



We have facilitated training on the Sustainable Development Goals (SDGs), through participation in an online course, which has helped to disseminate knowledge on the subject of the SDGs and their link with the company's strategy to all employees of the Bolivia business unit. The training has been carried out by 100% of Repsol Bolivia employees.

Contribution to the SDGs:



2 2020 Sustainability Plan



People

Action

Organize a Productive Fair in a Guarani Community.

Description

We will organize a productive fair where the Guarani communities of Itika Guasu will participate to promote products of productive projects, promoting the economic development and autonomy of the communities as well as the contribution of the social license to operate.

Indicator

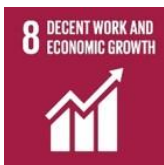
Carry out exhibition of local products until 31-12-2020.

What we've achieved



We developed all the communication material to facilitate the dissemination of the productive fair, banners, invitations and stands. However, due to the pandemic caused by COVID 19, the fair will be held when the health conditions are met, allowing the gathering of people. In order to facilitate the sale of the products, we have carried out an internal campaign for the acquisition of the products.

Contribution to the SDGs:





People

Action

Strengthen the digital tools of the Guarani communities

Description

We will identify training opportunities in digital tools to promote online e-commerce of their products in Guarani communities.

Indicator

Develop an electronic tool for the supply of local products.

What we've achieved



We have acquired materials and technological equipment for online training in local communities and considering the pandemic conditions for COVID, it will allow them to familiarize themselves with the tools, train in various fields of knowledge and offer their products to a larger segment through the web.

Contribution to the SDGs:



2 2020 Sustainability Plan



People

Action

Support the expressions of art and culture.

Description

We will encourage the realization of the baroque and renaissance music festivals and contribute to the art and culture space Manzana 1.

Indicator

Make two activities during the year 2020.

What we've achieved



We are sponsors of the art and culture space Manzana 1 in Santa Cruz de la Sierra and during 2020 we have sponsored two exhibitions of paintings and sculptures. Likewise, we support the edition of the International Festival of Renaissance and Baroque American Music "Misiones de Chiquitos".

Contribution to the SDGs:





People

Action

Implement teleworking as a measure to reconcile family and work.

Description

We will incorporate a flexible work scheme under the telework modality.

- 1.- To elaborate a proposal of teleworking.
- 2 .- Submit a proposal for teleworking for approval.
- 3 .- Implement the proposal if approved.

Indicator

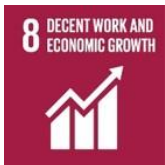
50% of the staff works in the city on telework.

What we've achieved



We prepared and approved a proposal for the implementation of teleworking in the Bolivia Unit, following the implementation guide of the Repsol Corporation, which has been operational since November 2020. Due to the pandemic caused by COVID 19, 67% of the staff of the Bolivia business unit is working under the modality of "remote work", so that upon the definitive return to the offices in 2021, the definitive implementation of teleworking will be carried out.

Contribution to the SDGs:





People

Action

Promote the balance between work and family life of UN Bolivia employees.

Description

We will promote family conciliation through the enjoyment of holidays (Holiday Program 2020), we will grant the day off for your birthday and integration activities involving the family.

Indicator

Implement a vacation schedule in 100% of the management

Fulfill 90% of the vacation schedule.

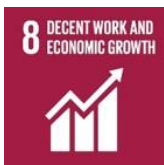
Carry out integration activities involving the family.

What we've achieved



All the managers of the Bolivia Business Unit have drawn up holiday schedules and by assessing compliance, as of 31.12.2020 we have identified 93% compliance with the Holiday Programme for 2020, an action that has contributed to the balance between family and work life.

Contribution to the SDGs:





People

Action

Establish parity in recruitment processes and ensure the use of diversity criteria at all stages of professional development.

Description

We will hire permanent exploration and production (E&P) personnel with a focus on the progression model and new professionals. Incorporate at least 50% female hires.

Indicator

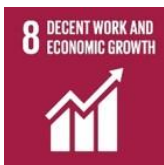
Incorporate 50% female hiring, according to availability.

What we've achieved



We have promoted the hiring of women for available vacancies, taking into account gender inclusion and diversity criteria according to the stages of professional development. In 2020, 2 women have been hired, fulfilling 50% of the recruitments.

Contribution to the SDGs:





People

Action

Promote awareness of unconscious biases.

Description

- 1- We will promote training and awareness in unconscious biases.
- 2- We will carry out quantitative monitoring of employee participation.

Indicator

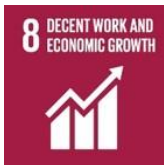
75% of managers (executives, leaders and area leaders) carry out training on unconscious biases.

What we've achieved



We have facilitated training and sensitization on unconscious biases in which 100% of the employees of the Bolivia Business Unit participated, achieving a better understanding of preconceptions.

Contribution to the SDGs:





People

Action

Strengthen the use of the complaints mechanism as a human rights (HR) due diligence tool.

Description

We will strengthen the confidence of our social environment by continuing the outreach activities of our operational-level grievance mechanism that we make available to society.

Indicator

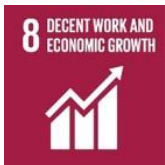
Develop two outreach activities to contractors and associations.

What we've achieved



We have trained and disseminated the grievance mechanism at the operational level to more than 150 people, including contractors, neighboring communities and Repsol employees, and it is part of the induction protocol for entering the field.

Contribution to the SDGs:





People

Action

Carry out a clean-up campaign in communities.

Description

We will carry out, together with the communities and contractors, a clean-up and training campaign, promoting good practices related to the selection, classification and final disposal of waste. Classification of waste in the communities surrounding Campo Margarita.

Indicator

Carry out two days of cleaning throughout the year 2020.

What we've achieved



Due to the restrictions imposed by the COVID 19 pandemic, the clean-up days will take place during the 2021 administration.

Contribution to the SDGs:



2 2020 Sustainability Plan

Safe operation



At Repsol, we contribute to sustainable development...

We pursue a target of **Zero Accidents** with a high level of safety in our processes and facilities, paying particular attention to the protection of people and the surrounding environment, and to the awareness of our **suppliers and contractors**.

In 2018, in the conviction that Safety and the Environment form the basis of value creation, excellence and responsibility, we launched our **2025 Safety and Environment Strategy**. We have established the key lines of action on which the company will focus its Safety efforts up to 2025: we intend to drive culture, transformational leadership and awareness in connection with Safety and the Environment. Here one of the key features is **safety in our processes**, where we intend to lead the industry through management of our risks, the integrity of our facilities, and better preparation for crises and emergencies.

By way of a demonstration of our commitment, safety targets may have an **impact on the variable remuneration** of our employees of more than 15%.

Below we demonstrate courses of action pointing to our commitment to safety.



2 2020 Sustainability Plan



Safe operation

Action

Promote the use of incident analysis tools.

Description

We will carry out two training of trainers activities, to strengthen and systematize the analysis of incidents in Safety and Environment.

Indicator

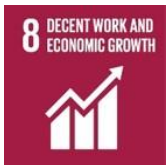
Execute two training of trainers activities.

What we've achieved



Training of trainers has been carried out via the digital platform, due to restrictions imposed by COVID - 19. There are currently two internal facilitators with knowledge of the methodology approved by Repsol for analysing safety and environmental incidents.

Contribution to the SDGs:



2 2020 Sustainability Plan



Safe operation

Action

Develop safety awareness and training actions aimed at buyers.

Description

We will carry out a training activity in the procedure 20-00126PR Safety and Environmental Management in Exploration and Production contracts addressed to the Purchasing Analysts of the Bolivia Business Unit.

Indicator

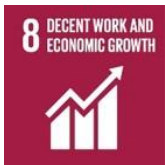
Execute a training activity aimed at Purchasing Analysts.

What we've achieved



Training sessions have been developed for the Contract Holder of the Bolivia Business Unit, as well as for procurement and contract analysts, to strengthen the knowledge of safety and environmental management in exploration and production contracts.

Contribution to the SDGs:





At Repsol, we contribute to sustainable development...

We share the concerns of society in relation to the need to look after the environment in which we live. We seek **minimum impact of our operations**, minimizing atmospheric emissions, optimizing water management, waste management, reduction of discharge pollutants, improvements to prevention systems and response to spills, considering biodiversity as a key component.

Our 2025 Safety and Environment Strategy, launched in 2018, establishes the key lines of action on which the company will focus its environmental efforts up to 2025. We must be able to **quantify and assess environmental impacts and dependences** in order to back business decisions, placing the emphasis on more sensitive aspects wherever we operate, particularly water. Our goal will also be to maintain a social license by means of **excellent sustainable environmental management** throughout the entire life cycle of our projects and operations. All this enhances the generation of new opportunities within the **Circular Economy**, making efficient use of natural resources, with criteria of maximum efficiency, maximum transparency and lesser environmental impact.

This Sustainability Plan is committed to courses of action in accordance with the lines of work which Repsol operates in terms of sustainability.





Environment

Action

For procurement of high risk safety and environmental goods and services, monitor the inclusion of safety criteria in the rating.

Description

We will monitor the inclusion of safety criteria in the qualification of acquisitions of high-risk safety and environmental goods and services.

Indicator

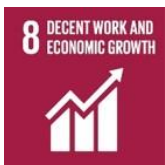
Audit evaluation level of compliance with regulations.

What we've achieved



In the training sessions for the Contract Holder of the Bolivia Business Unit, as well as for the Procurement and Contracts analysts, we have strengthened the knowledge of safety and environmental management in Exploration and Production contracts, ensuring the incorporation of safety criteria in the qualification of acquisitions of goods and services with high safety and environmental risk.

Contribution to the SDGs:





Environment

Action

Identify initiatives of Circular Economy in Operation and Drilling Projects that will be executed in Caipipendi Asset.

Description

In all Operations and drilling projects executed in the Caipipendi Contract Area, opportunities will be identified for the implementation of circular economy initiatives.

Indicator

Issue a document identifying circular economy initiatives for the Operation and for each drilling project in Caipipendi.

What we've achieved



Repsol Bolivia contributes to the circular economy through the implementation of waste reuse and water reuse projects. We highlight a composting and vermiculture project whose objective is to recycle domestic and kitchen waste generated in the Caipipendi Block camps. The resulting product of this process is used to improve green areas at the Margarita plant.

Contribution to the SDGs:





Environment

Action

Issue and execute a water action plan in the Operation and Drilling Projects that will be executed in the Caipipendi Asset.

Description

Based on the study of water resources, we will implement actions to optimize the use of this resource in the drilling projects that will be executed in the Caipipendi Asset.

Indicator

Issue and execute a water action plan for the Operation and for each drilling project in Caipipendi.

What we've achieved



We developed an action plan for water recovery, mainly oriented to recover rainwater and also to recover water from cooling equipment during the BCS-X1 well drilling project. As a result, in the last quarter of 2020, 50m³ of rainwater and 100m³ of water from the condensation of the air conditioners were recovered and reused in the drilling activities of the same well.

Contribution to the SDGs:



2 2020 Sustainability Plan

Climate change



At Repsol, we contribute to sustainable development...

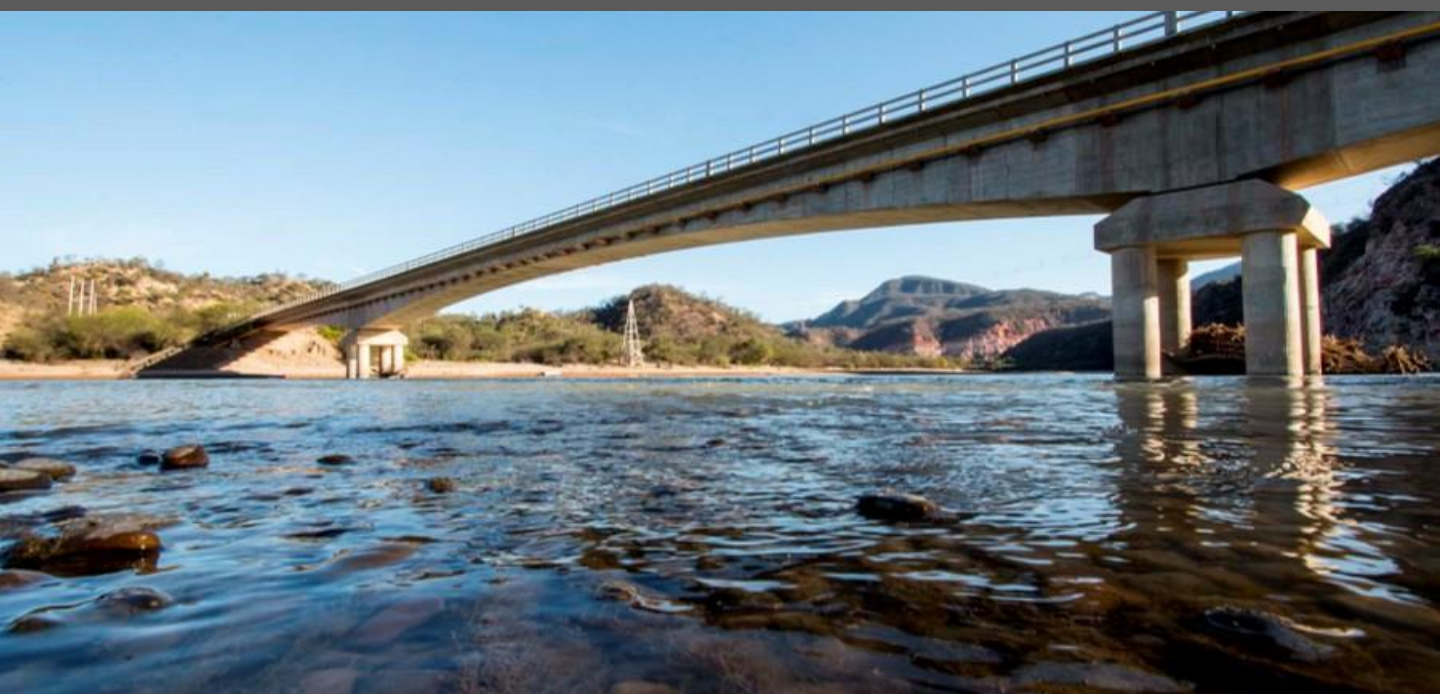
We share society's concern about the effect that human activity is having on the climate and we are firmly committed to the aspiration of limiting the increase in the planet's global average temperature well below 2°C with regard to pre-industrial levels.

Our challenge is to supply energy in a safe, efficient, accessible and sustainable manner, reducing Greenhouse Gas (GHG) emissions in line with the objectives of the Paris Agreement and the Sustainable Development Goals of the United Nations (SDGs).

Repsol aims to achieve net zero emissions by 2050, making it the first oil and gas company in the world to assume this ambitious goal. It is possible to achieve at least 70% of this target with the technology that can currently be foreseen, and we are committed to applying the best available technologies to increase this figure, including carbon capture, use and storage. We would, if necessary, additionally offset emissions through reforestation and other natural climate sinks to achieve zero net emissions by 2050.

Accordingly, we have joined the Oil and Gas Climate Initiative (OGCI) to share best practices and technology solutions, and participate in the OGCI Climate Investment Fund, to channel the committed investment of \$1 billion over ten years in the development of technologies to reduce GHG emissions on a significant scale.

There follows a list of Sustainability Plan actions in this regard.





Climate change

Action

Reduce 5 kt of CO₂ in our production activities.

Description

We will identify and implement initiatives to reduce greenhouse gas emissions that contribute 5 Kt CO₂ eq and that will be consolidated in the achievement of the CO₂ reduction objective that Repsol's Exploration and Production business has.

Indicator

Implement two greenhouse gas emission reduction initiatives that contribute 5 Kt CO₂ eq to the E&P reduction target.

What we've achieved



We have achieved a reduction of more than 29kt of CO₂ eq, in the execution of two intervention projects carried out in wells located in the Margarita and Huacaya fields, called MGR-07ST and HCY-02ST, respectively, having exceeded the target of 5kt of CO₂ equivalent, for our operation in the Caipipendi block.

Contribution to the SDGs:



3 Process of updating the Plan

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.



