



Overview
2020
Sustainability Plan
Colombia



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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:



2 2020 Sustainability Plan

Overview: Noteworthy projects

At Repsol, we contribute to sustainable development...

And that is why this year we have received recognition for those projects that promote a positive impact on the world.



Empowerment and economic autonomy of rural women farmers

Repsol was the winner of the Recognition of Good Practices for Sustainable Development in SDG 5, awarded by the Global Compact Colombia Network, which aims to celebrate and recognize excellent practices by companies and civil society in achieving the Sustainable Development Goals (SDGs). This award was granted to us for the implementation of empowerment processes and closing gender gaps that seek economic autonomy, benefiting more than 800 families.

#wesupportSDG



Strengthening the Competitiveness of Rural Associative Enterprises – PROCOMPITE

Repsol was awarded the Significant Experiences in Environmental and Social Management of the Mining-Energy 2020 Sector on December 15, at SDG 8: Decent Work and Economic Growth, for the implementation and launching of the PROCOMPITE project. This project seeks the economic growth of more than 1,000 men and women in the department of Meta, strengthening value chains in the productive sectors of cocoa, watermelon, coffee, milk and fish farming.

#wesupportSDG



Repsol Colombia's contribution to the Sustainable Development Goals report

As part of Repsol's commitment to the United Nations 2030 Agenda, at Repsol Colombia we prepared and shared with our stakeholders a report that evidences the actions developed to contribute to the 17 Sustainable Development Goals since their approval in 2015.

Learn how Repsol Colombia contributes to Repsol's commitment to Sustainable Development. Read our report :

<https://drive.google.com/file/d/1K75N6zJ0mHu-w06I9p5VN4oo8WVxJEKJ/view>

#wesupportSDG

2 2020 Sustainability Plan

Overview: Summary

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:

15
Actions

93% Fulfillment
7% Ongoing



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.

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

Strengthen the culture of compliance and improve the identification, monitoring and support in the management of corruption risks in Repsol Colombia.

Description

We will update and publicise the processes related to changes in Repsol's rules on compliance; especially those on gift management, due diligence with third parties and conflict of interest management. Similarly, we will deepen the knowledge of employees, suppliers and customers regarding money laundering and transnational corruption.

Indicator

Update 100% of the due diligence and knowledge forms for suppliers, contractors and customers. Communicate to employees and contractors changes in compliance standards, including regarding money laundering and transnational corruption.

What we've achieved



We have updated the due diligence forms based on internal standard 00581 and have sent them to our suppliers, customers and partners through the purchasing and contracts, commercial and exploration areas. During 2020 we have conducted three trainings on the topics of anti-corruption, gift management, conflict of interest management, due diligence with third parties and prevention of money laundering.

Contribution to the SDGs:





Ethics and transparency

Action

Publish information on fiscal policies and practices, as well as our fiscal contribution in Colombia, as a good practice of transparency.

Description

We will communicate to our internal stakeholders, through a management report, information regarding tax payments in Colombia, as well as relevant information on tax issues.

Indicator

Prepare and send the Repsol Colombia’s report on payments to governments for the Repsol Group’s integrated management report.
Prepare a communication on relevant information on tax issues to Repsol Colombia’s internal stakeholders.

What we've achieved



We have prepared the report of the ratio of taxes paid for the Management Report as of September and December 2020. We have also reported internally the tax efficiencies resulting from the temporary regulatory change approved by the national executive to improve the companies' cash flow due to the negative impact of COVID-19. Finally, we have shared with our collaborators the relevant information on tax matters

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Contribution to the SDGs:





Ethics and transparency

Action

Simplify Repsol's corporate structure in Colombia.

Description

We will identify the necessary actions in order to achieve the simplification of Colombia's corporate structure and eliminate presence in tax havens (except for unavoidable and legitimate business reasons).

Indicator

Develop and complete the action plan according to the established milestones.

What we've achieved



During 2020 we have identified actions for the simplification of the corporate structure and developed the following action plan:

- (i) Repsol Servicios Colombia has transferred the payroll and supplier contracts to Repsol Colombia Oil & Gas Ltd and has requested Ecopetrol the assignment of the Catleya contract.
- (ii) Repsol Exploracion Colombia has initiated the liquidation process by submitting the requests for waiver of the contracts in which the branch participates.

Contribution to the SDGs:





Ethics and transparency

Action

Support the development of an effective tax system through participation in international initiatives on responsible taxation and tax governance.

Description

We will adhere to the EITI (Extractive Industries Transparency Initiative) in order to strengthen our cooperative relations with the Tax Administration and other control bodies related to the Oil & Gas industry.

Indicator

Send a letter with the application to the EITI (Extractive Industries Transparency Initiative) Representative in Colombia.

What we've achieved



We have formalized with the Ministry of Energy and Mines, the governing body of the EITI (Extractive Industries Transparency Initiative) in Colombia, the application to join this initiative. It is a sign of our commitment to transparency, good tax practices and cooperation with the tax administration.

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.





People

Action

Disseminate the United Nations Agenda 2030 among our employees.

Description

We will make our employees aware of Agenda 2030 and its 17 Sustainable Development Goals through a training course. We will focus on the role of the private sector and the challenges facing Repsol in order to maximise its contribution.

Indicator

Achieve a course completion of 80% of employees.

What we've achieved



We have made available to all employees the online course ODStories, which allows them to learn about each of the 17 Sustainable Development Goals by simulating a social network. More than 80% of employees have completed the course, meeting the established objective.

Contribution to the SDGs:





People

Action

Promote the flexible presence scheme as an environment for ways of working in Colombia.

Description

We will implement the telework modality in Repsol Colombia and we will promote new ways of working and digital tools (Digital Workplace).

Indicator

Communicate the teleworking procedure to 100% of Repsol Colombia's collaborators.

Prepare a report on compliance with the criteria defined for the implementation of telework.

Carry out a satisfaction survey on the programme.

What we've achieved



We have communicated the teleworking procedure to 100% of Repsol Colombia's collaborators and prepared a report with the criteria to be taken into account for teleworking.

We have also conducted a survey of employees and leaders showing 90% satisfaction, highlighting the advantages such as time to share with family, time management by minimizing travel, saving money on food and transportation; compared to 10% who prefer to work in the office.

Contribution to the SDGs:





People

Action

Promote gender equity in Repsol Colombia, adopting the use of diversity criteria at all stages of professional development.

Description

We will align Repsol Colombia's actions in terms of gender equality with the goals set by the company and the guidelines given by the Ministry of Labour and the Ministry of Mines.

Indicator

Train Repsol Colombia's leadership team in unconscious biases.

Carry out at least two awareness sessions on gender equality in Repsol Colombia.

Produce a report that shows the alignment of the goals set with what has been established by the Ministry of Labour and the Equity Policy.

What we've achieved



We have trained 100% of the leaders through a course on unconscious biases and we have generated two spaces of sensitization on gender equity corresponding to the course on unconscious biases, reaching 93% of the staff. In addition, we have prepared a report in accordance with the guidelines of the Ministry of Mines using the United Nations WEP gender business tool. This tool allows us to measure progress in gender equality and identify opportunities for improvement.

Contribution to the SDGs:





People

Action

Publicise Repsol Colombia's contribution to achieving the Sustainable Development Goals (SDGs).

Description

We will develop a work plan that will allow us to make our stakeholders aware of Repsol Colombia's contribution to the Sustainable Development Goals (SDGs).

Indicator

Implement the work plan established to raise awareness of our contribution to the SDGs.

Prepare a document that shows Repsol Colombia's contribution to meeting the SDGs.

What we've achieved



We have developed the SDGs Challenges and Opportunities conversation, which allowed us to make our contribution to the Sustainable Development Goals visible to our stakeholders. We have also implemented awareness-raising initiatives, fulfilling 100% of our work plan. In addition, we have prepared a report that makes visible our contribution to the SDGs in Repsol Colombia, which was sent to our stakeholders.

Contribution to the SDGs:





People

Action

Establish strong relationships with suppliers and contractors, ensuring compliance with Repsol's human rights policy.

Description

We will ensure compliance with the clause on human rights training for contracts signed in 2020, identifying the contractors who present the greatest risk in order to carry out awareness-raising activities.

Indicator

Identify, in coordination with the physical security area, the contractors with the highest human rights risks.

Conduct two sensitization workshops for previously identified contractors.

What we've achieved



We have identified the five contractors with the highest human rights risks.
We have postponed the awareness workshops for contractors due to the COVID health emergency.

Contribution to the SDGs:





People

Action

Implement human rights awareness and training activities for employees, contractors and State security agencies.

Description

We will strengthen the knowledge of the Voluntary Principles on Security and Human Rights of employees, external personnel and State security agencies, emphasizing gender equity and its correlation with human rights.

Indicator

Carry out two trainings.

What we've achieved



We have conducted targeted training for staff and contractors of Repsol Colombia, as well as private security personnel. We have discarded the training for members of the State Security Agencies, after they rejected the option of conducting it virtually, and given the impossibility of conducting it in person due to the conditions of the pandemic.

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.





Safe operation

Action

Analyze safety and environmental performance indicators and identify opportunities for improvement.

Description

We will report safety and environmental performance indicators according to the requirements established in the non-operating model in the tool (IAMS). With the information obtained in each of the quarters of the year, we will define and propose, in case of application, an improvement action plan for the operator, in order to achieve alignment with the KPIs defined for the year.

Indicator

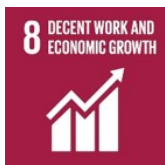
Report and document the indicators of each of the non-operated assets.
Generate and present the plan if necessary.

What we've achieved



We have prepared quarterly reports with safety and environmental indicators for non-operated assets and have held meetings with our partner OXYCOL to learn about the action plan for incidents that occurred during the year.

Contribution to the SDGs:





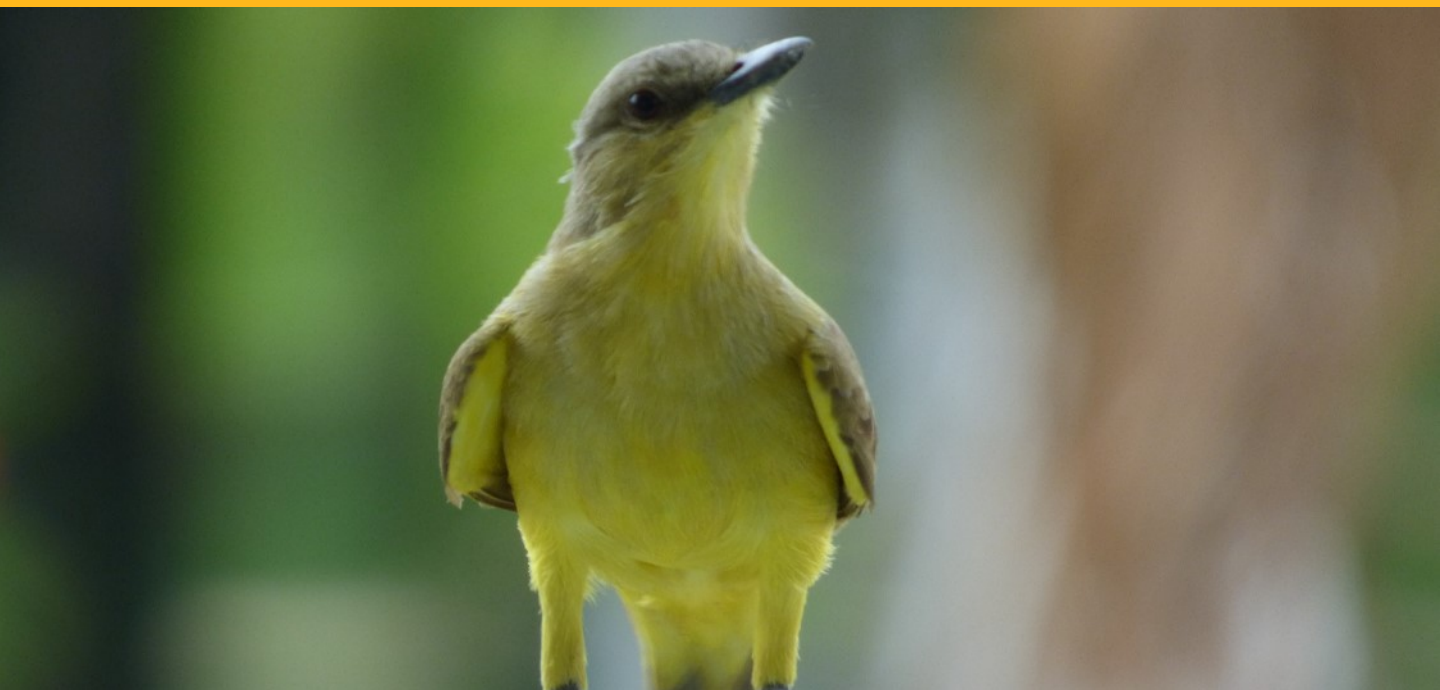
Environment

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

Review the current model of relationship with non-operated and third parties regarding the environment.

Description

We will formulate a circular economy project in a non-operated asset (CPO-09 and/or OXY) based on the projects identified in 2019 that meet Repsol standards.

Indicator

Generate the circular economy project profile in the non-operated assets (CPO-09 and/or OXY).

What we've achieved



Together with Oxycol and Ecopetrol, we have identified the following circular economy projects for non-operated assets: recovery of oil-based drilling muds and cuttings, carbon capture and geothermal energy, use of drill cuttings for construction, use of rainwater, use of gas for power generation, and use of recycled plastic (polypropylene) for construction of works of art in locations.

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

Identify Repsol Colombia's contribution to Repsol's Carbon Neutral objective in 2050.

Description

We will examine social investment projects developed by Repsol Colombia in the last five years that contribute to the capture of CO₂.

Indicator

Identify social investment projects that can contribute to the capture of CO₂ by Repsol Colombia.
Calculate the estimated tonnes of CO₂ captured from the identified projects.

What we've achieved



We have identified agroforestry projects developed in the coffee and cocoa chains as an alternative for the capture of GHG (Greenhouse Gases) and we have calculated an estimated 33,000 tons of CO₂ captured with these projects.

Contribution to the SDGs:





Climate change

Action

Calculate and compensate the carbon footprint generated in 2019 in Repsol Colombia.

Description

We will calculate the carbon footprint generated by Repsol Colombia in Bogota during 2019 and then compensate it by issuing carbon credits.

Indicator

Prepare a report with the calculation of Repsol Colombia's carbon footprint in Bogota in 2019.

Purchase the carbon credits required for the calculated carbon footprint compensation.

What we've achieved



We have made the calculation of the carbon footprint of Repsol Colombia 2019, with a result of 115 tons of CO₂.
We have offset these 115 tons of CO₂ through the purchase of carbon credits.

Contribution to the SDGs:





Climate change

Action

Analyse initiatives to reduce greenhouse gas emissions from non-operational assets in Repsol Colombia.

Description

We will identify opportunities to minimize CO₂ emissions through initiatives to reduce them in the non-operational asset CPO-09.

Indicator

Establish, with the information provided by the non-operator, the baseline of CO₂ emissions for the year 2019.

Select an action, for which we will develop a technical and economic feasibility study.

What we've achieved



We have made the 2019 emissions inventory of non-operated assets and carried out the pre-feasibility study for the implementation of a solar concentration plant in Meta, evidencing benefits such as the reduction of 7,477 tons CO₂/year, the reliable supply of energy with a 100% capacity factor, a lower cost per KWe generated than the current one with fuel oil and the capacity to distribute 400 KWe solar concentration plants according to the energy needs.

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.



