



Overview  
**2020**  
**Sustainability Plan**  
**Ecuador**



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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.

 <b>Ethics and Transparency</b> We act responsibly and fully where we are present	 <b>People</b> We are committed to people and promote their development and social environment	 <b>Safe operation</b> We guarantee the safety of our employees, contractors, partners, and the local community
 <b>Environment</b> We consume the resources needed to generate power more efficiently and with the least possible impact	 <b>Climate change</b> We want to be part of the solution to climate change	 <b>Innovation and technology</b> 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



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



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...

Through strategies that articulate a permanent and reliable approach with the community and Ecuadorian society, offering services focused on transparency and people. In this way we contribute with effective solutions to the needs expressed by our stakeholders.

#### Construction of the Luis Vizueta shelter (province of Sucumbíos)

The project seeks to solve one of the major problems faced by the population of the province of Sucumbíos in Ecuador, caused by the distance to health centers and the difficulty people and their families have in getting to and receiving medical treatment.

The project consisted of building a shelter in the city of Nueva Loja to provide lodging for the families of patients who come to the "Marco Vinicio Iza" provincial hospital and other health centers in the area, both for outpatient and inpatient care. Many of them do not have sufficient economic resources to pay for their stay, food and medicines because they are in a situation of poverty.

It should be noted that during the health emergency, the shelter, built by the Autonomous Decentralized Government of Lago Agrio, was temporarily assigned for cases of extreme isolation of patients with COVID-19 from that locality.

Repsol seeks to strengthen relations with the communities near our operations by implementing initiatives that improve their quality of life.

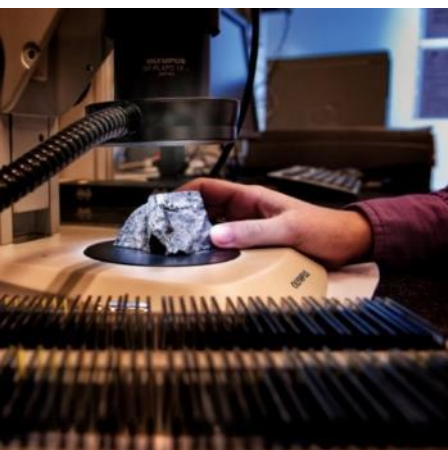


## 2 2020 Sustainability Plan

### Overview: Noteworthy projects

#### At Repsol, we contribute to sustainable development...

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#### Proyect name 1

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#### Proyect name 3

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# 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:

20  
Actions

95% Fulfillment  
5% Not fulfilled



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

Manage the purchases and contracts of the Ecuador Business Unit for suppliers, local and/or domiciled contractors.

### Description

We will manage purchases and contracts giving preference to national suppliers to boost the local economy.

### Indicator

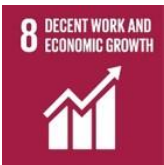
Ensure that at least 80% of purchases and contracts are from local companies or companies domiciled in Ecuador.

### What we've achieved



We have made 96% of our purchases and contracted services through local suppliers or suppliers domiciled in Ecuador, and 4% of our purchases were made from international suppliers.

### Contribution to the SDGs:





## Ethics and transparency

### Action

Monitor the compliance of complementary service contractors with their legal, fiscal and labor obligations.

### Description

We will carry out monthly monitoring of compliance with the employer's obligations to the Ecuadorian Social Security Institute for complementary services.

We will carry out monthly monitoring of complementary companies' obligations before the Internal Revenue Service and the Superintendence of Companies.

### Indicator

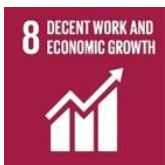
Comply with the monthly review of the 4 complementary service companies prior to the payment of the invoices.

### What we've achieved



We have reviewed on a monthly basis the compliance of complementary services companies with their legal, tax and labor obligations. These reviews have been carried out at the Ecuadorian Social Security Institute, the Internal Revenue Service and the Superintendence of Companies. We carry out this control over the complementary services companies as a sign of our extended responsibility to society.

### Contribution to the SDGs:





## Ethics and transparency

### Action

Coordinate the execution of a survey with contractors on compliance with contractual clauses relating to human rights and labour rights.

### Description

We will develop a survey of compliance with contractual obligations with specialized technical service contractors.

### Indicator

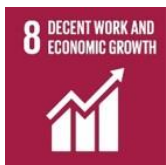
Prepare the survey in coordination with the Purchasing and Contracts area.

### What we've achieved



We have developed a survey on compliance with contractual clauses related to human rights and labor rights. We launched the survey to contractors on December 15, 2020, with results that evidence the good management of contractors in this matter. These contractual clauses and their compliance with the guiding principles on human rights are considered a requirement to qualify as a supplier of Repsol.

### Contribution to the SDGs:





## Ethics and transparency

### Action

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

### Description

We will communicate to our internal stakeholders, through a management report, information regarding tax payments in Ecuador, as well as relevant information on tax issues, according to the criteria required as an integral part of EITI.

### Indicator

Prepare and send the Repsol Ecuador report on payments to governments for the integrated management report of the Repsol group.

Prepare a communication on relevant information on fiscal matters to Repsol Ecuador's internal stakeholders, which will enable them to meet the requirements for participation in the EITI.

### What we've achieved



We became the main representative of the EITI (Extractive Industries Transparency Initiative) Multiparticipant Group, Ecuador chapter.

We have generated and delivered the information related to payments to the Ecuadorian government to the parent company within the required deadlines and scope.

### Contribution to the SDGs:







## Ethics and transparency

### Action

Continuously training the staff of the Ecuador business unit by conducting workshops on compliance and due diligence.

### Description

We will hold workshops on compliance and due diligence for staff in Quito and Blocks 16 and 67.

### Indicator

Carry out a talk in Quito and one in Blocks 16 and 67.

### What we've achieved



We have held working meetings to define the best training strategies on compliance-related topics. Six meetings have been held in which the main topics have been the analysis of the code of ethics and conduct, due diligence with third parties and the keys to manage our relationship with public officials.

### 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

Promote diversity in the company.

### Description

We will carry out training on unconscious prejudices to the director, managers and chiefs of Quito and of Blocks 16 and 67.

### Indicator

Train the director, 75% of managers and 50% of bosses.

### What we've achieved



We have trained the management team and the entire group of managers and chiefs with the course on unconscious biases in decision making to promote diversity in the company. In addition, all personnel have taken the aforementioned workshop, training 417 persons with the objective of mitigating unconscious biases within the Ecuador Business Unit and thus evidencing the commitment of the workers in this matter.

### Contribution to the SDGs:





## People

### Action

Train the members of the security company on voluntary principles, security and human rights.

### Description

We will carry out a socialization and training campaign on voluntary principles, security and human rights aimed at all private security company personnel in the Quito offices and in Blocks 16 and 67.

### Indicator

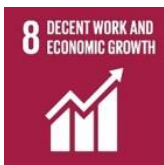
Train 100% of the private security contractor's staff.

### What we've achieved



We have complied with the requirement to train 100% of the security contractor's staff (Sepronac) on Voluntary Principles on Security and Human Rights. The contractor has sent a training report in which 63 people from the project have been trained with virtual actions.

### Contribution to the SDGs:





## People

### Action

Maintain continuous training for the staff of the Business Unit, through the production of videos on human rights and civil responsibility.

### Description

We will make short videos for each specific topic that are explanatory and exemplary. These videos will be distributed both in the Quito offices and in Blocks 16 and 67.

### Indicator

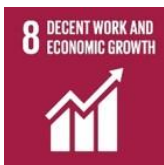
Two one-minute explanatory videos.

### What we've achieved



We have made short videos on human rights and environmental issues. In addition, company personnel have participated in the recording of these videos in order to be closer to them. This material was disseminated through internal channels both to personnel in the Quito offices and in the Blocks.

### Contribution to the SDGs:







## People

### Action

Have a balanced recruitment process.

### Description

We will continue with the parity exercise in the recruitment of permanent staff with a focus on the progression model and new professionals/senior graduates (woman/man).

### Indicator

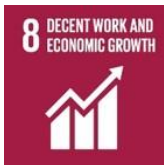
Recruit at least 50% female staff.

### What we've achieved



Ensuring equal opportunities between men and women, we have hired 8 people during 2020 of which 5 were women, promoting equality within the company.

### Contribution to the SDGs:



# 2 2020 Sustainability Plan



## People

### Action

Negotiate, agree and execute the Annual Operating Plan and its programs in education, health, organizational support and others, with the Waorani Nationality.

### Description

Agree with the Waorani Nationality of Ecuador on the 2020 Annual Operating Plan and its various programs. These must be implemented until the end of 2020. We will render quarterly management accounts; this action will make it possible to monitor and carry out planned follow-up.

### Indicator

Execution of the plan at 98%.

Accountability (quarterly).

### What we've achieved



We have reprogrammed some actions to cover requirements related to the health emergency, such as: delivery of food kits, biosecurity supplies, medical evacuations, COVID-19 outreach and awareness campaigns, and cooperation with institutions, among others. During the last few months we have resumed activities, such as support for dental care, educational materials, electronic devices and connectivity. All of them agreed with NA.W.E. Translated with [www.DeepL.com/Translator](http://www.DeepL.com/Translator) (free version)

### Contribution to the SDGs:





## People

### Action

Promote the modality of teleworking.

### Description

We will increase the rate of teleworkers in identified positions that can access this modality.

### Indicator

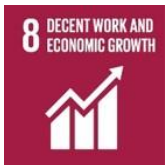
Increase telework mode to 20%.

### What we've achieved



We implemented the telework modality for 100% of the office staff in Quito, due to the current situation that the world is going through with reference to the Covid-19 pandemic.

### Contribution to the SDGs:





## People

### Action

Adopt new ways of working.

### Description

We will adopt the new ways of working measured by the employees' perception through the culture survey conducted among the employees.

### Indicator

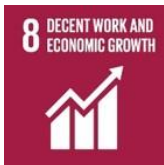
Achieve 62% staff participation in Quito.

### What we've achieved



We have not applied the culture survey this year, due to the global emergency situation caused by the Covid-19 pandemic; the survey will be conducted in 2021.

### Contribution to the SDGs:



# 2 2020 Sustainability Plan



## People

### Action

Execute the social programme of the Repsol Ecuador Foundation, by monitoring the projects that are underway.

### Description

We will develop 14 projects with the Repsol Ecuador Foundation aimed at improving local health facilities, therapeutic support for children and education for young people and children.

### Indicator

Monitoring of all ongoing projects.

### What we've achieved



We have executed 22 projects during 2020: 2 projects with considerable progress, 3 projects in the initial phase and 17 completed projects for the benefit of the Waorani and Kichwa communities of Blocks 16 and 67, the right of way in charge of Repsol Ecuador and the administrative zone.

### Contribution to the SDGs:







## People

### Action

Support the Directorate for the Protection of Peoples in Voluntary Isolation with the purchase of radio equipment for monitoring the Tagaeri Taromenane intangibSupport the Directorate for the Protection of Peoples in Voluntary Isolation with the purchase of radio equipment for monitoring the Tagaeri Taromenane intangib.

### Description

We will support Ecuador's Secretary of Human Rights, within the framework of the Protection of Indigenous Peoples in Voluntary Isolation. We will donate equipment to the Tagaeri Taromenane intangible zone and the monitoring points installed in the communities, some of which are located in our direct area of influence.

### Indicator

Deliver 5 radio stations in 3 Waorani communities and 2 for the buffer zone.

### What we've achieved



We have completed the delivery of the radio equipment, on July 22, 2020, through the Waorani Nationality of Ecuador, for the Directorate for the Protection of Peoples in Voluntary Isolation.

### 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

Implement the plan for cross inspections of safety conditions in industrial and administrative facilities.

### Description

Coordinators of all areas and occupational physicians are assigned the responsibility of implementing a safety checklist, which will serve to verify that the conditions of the facilities are in good condition and thus avoid possible incidents.

### Indicator

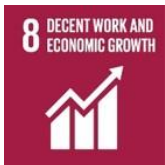
Achieve 100% of the inspection plan before 31 December 2020.

### What we've achieved



We have prepared the cross inspections plan with their respective checklists for each location of Block 16 and Block 67, including administrative facilities. We carried out 66 inspections out of the 66 scheduled.

### Contribution to the SDGs:



# 2 2020 Sustainability Plan



## Safe operation

### Action

Implement the Change Management Procedure in the Business Unit Ecuador.

### Description

Assessing risks and mitigating them prior to possible changes in facilities, maintenance frequencies and personnel organization to ensure that there are no safety issues.

### Indicator

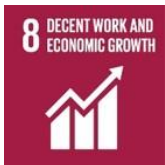
Implement the procedure before 30 November 2020.

### What we've achieved



We have implemented the procedure that evaluates and mitigates risks in changes and maintenance within the Block facilities. We have also proceeded with the respective training of personnel in this area, to ensure that there is no problem in safety issues.

### Contribution to the SDGs:



# 2 2020 Sustainability Plan

## 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

Define a risk reduction program to avoid leaks or spills reaching the environment in the assets operated by the company.

### Description

We will identify the receptors with the highest vulnerability in the event of a leak or spill greater than 10 barrels or requiring active remediation for 1 to 5 years.

We will verify the impacts (including costs) and risk levels for the chosen leakage or spill scenarios.

We will evaluate the effectiveness of the barriers in place and define a plan to improve them for the chosen scenarios.

### Indicator

Achieve 100% of the risk minimisation plan before 31 December 2020.

### What we've achieved



We have completed the risk analysis for the 15 potential spill scenarios using the consequences, exposure and likelihood (CEL) method. This is a risk assessment system based on consequences, exposure and likelihood.

We completed the last phase of the objective, which corresponds to the identification and evaluation of preventive and mitigation barriers for the highest consequence scenarios. We proposed an improvement plan for the year 2021.

### 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 CO<sub>2</sub> emissions by reducing energy consumption in electro-submersible pumping systems through continuous optimization.

### Description

We will optimize the electro-submersible pumping systems under opportunity, this is when some equipment fails and needs to be replaced. The baseline will be energy consumption as of December 2019 for a quarterly evaluation of the new systems.

### Indicator

Decrease the consumption of the electro-submersible park by 750 bbl of diesel for the year 2020 considering the baseline at December 31, 2019.

### What we've achieved



We have carried out 13 well interventions, optimizing the design of electrosuimmersible pumping. These works have allowed us to obtain the following cumulative result:

- Savings of 3,424 bbls of diesel.
- Reduction of 1,458t CO<sub>2</sub>

### Contribution to the SDGs:





## Climate change

### Action

Connect the plant located in the city of Shushufindi to the national electrical system through the National Corporation of Electricity of Ecuador.

### Description

The project, which began in May 2019, consists of connecting to Ecuador's national system, where most of the energy comes from hydraulic power, and thus will significantly reduce the operation of the diesel turbines at the Shushufindi location.

### Indicator

Reduce 3000 tons of CO<sub>2</sub> considering as a baseline the year 2019 before the interconnection to the national system.

### What we've achieved



We have implemented the initiative of interconnection to the national electricity system, which has meant a reduction in the operation time of the diesel turbines in the city of Shushufindi. As a result, we have obtained a reduction of 4,864t CO<sub>2</sub>, exceeding the proposed target of 3,000t CO<sub>2</sub>.

### Contribution to the SDGs:



# 2 2020 Sustainability Plan

## Innovation and technology



### At Repsol, we contribute to sustainable development...

A sustainable future requires **companies that invest in science and technology** to meet the current and future energy challenges through real solutions. We believe in technological innovation as a way to build more efficient and environmentally sustainable energy systems.

At Repsol, we are committed to building a **network of partnerships with universities and research centers**. This promotes the implementation of ambitious ideas that enable us to confront the challenges we are facing and build a sustainable future, in line with our commitment to the environment.

Technology is evolving at vertiginous speed, and we must be able to incorporate technological advances at the moment they occur. Therefore, we have an ambitious digitalization program that will transform the company, promote cultural change and allow us to develop digital solutions to satisfy new forms of energy consumption.

Similarly, we forge alliances and contribute to the growth of companies in emerging areas related to reliability in operations, circular economy, advanced mobility, energy diversification, new materials and digital technologies applied to exploration and production.

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



# 2 2020 Sustainability Plan



## Innovation and technology

### Action

Promote digitalization in the company.

### Description

We will train and promote new technologies to employees to improve efficiency at work.

### Indicator

Achieve the use of new technological tools to 70% of the employees.

### What we've achieved



We have carried out the following activities to train employees in new technologies:

- We shared information through digital platforms that help improve work efficiency.
- Coordinate training sessions with expert personnel.

These platforms have facilitated management and work dynamics in times of the Covid-19 pandemic.

### 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.



