



# Overview 2020 Sustainability Plan Venezuela



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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.

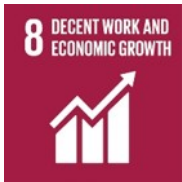
We want to be agents of environmental and social change in the territories in which we operate. We have the resources, the ambition and, most importantly, the commitment we need. That is our ambition and the United Nations 2030 Sustainable Development Agenda shows us the way that we can make this happen.

# 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...

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#### Reducing gas emissions Cardon IV

In Cardon IV we efficiently manage the reduction of greenhouse gas emissions. With the implementation of operational improvements at the Tiguardare gas processing plant, we achieved the reduction of 0.41 mmscfd of flare gas.

#### II Technical Days



We have carried out the II Technical Conference in the state of Zulia, with a program of eight technical papers and the participation of 99 Petroleum Engineering students from the Universidad del Zulia, Student Chapter of the International Society of Petroleum Engineers (SPE) and the Universidad Nacional Experimental Rafael María Baralt (UNERMB).



#### Reduction of gas emissions Gas Quiriquire

In Quiriquire Gas we have worked on the implementation of initiatives and operational improvements to reduce gas flaring, achieving a reduction in gas emissions of 0.4 mmscfd.

# 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

Increase understanding of ethics, anti-corruption and compliance issues for Cardon IV employees and contractors.

### Description

We will publicize the Cardon IV position by holding compliance forums for employees and contractors.

We will request a declaration from all employees of potential or existing conflicts of interest (on an annual basis).

We will formally request contractors to develop their own ethics policy and communicate it to their employees.

### Indicator

Conduct forums (two internal forums and one contractor's forum).

Get 100% of employees to update their declaration of conflict of interest.

Send a letter signed by the General Management to each contractor requesting the creation and disclosure of their ethics policy (contractors who do not have one

### What we've achieved



We have held four compliance forums, which have allowed us to present Cardon IV's position with respect to the anti-corruption and anti-bribery regulatory framework, applicable to our own personnel and contractors. We have also achieved the registration of the declaration of conflict of interest by 100% of the employees, as well as the promotion of the process of creation and dissemination of the ethics policy of the contractors that provide services to Cardon IV.

## Contribution to the SDGs:





## Ethics and transparency

### Action

Promote and encourage a culture of integrity, responsibility and compliance with suppliers of goods and services.

### Description

We will carry out informative meetings with contractor companies to present the best practices in due diligence processes, which allow us to identify and mitigate risks related to personal data protection, criminal prevention, international sanctions and embargoes, money laundering and financing of terrorism and competition.

### Indicator

- Conduct two sessions at Headquarters with suppliers of goods and services.
- Conduct two sessions at the Caracas Office with suppliers of goods and services.

### What we've achieved



We have conducted videoconference sessions, in which a total of eight suppliers of goods and services participated. These sessions were based on giving talks to the main suppliers of the Venezuela Business Unit, whose contents were focused on transmitting Repsol's contribution to sustainable development, maximizing positive impacts on society throughout our value chain, through ethical and transparent behavior.

## Contribution to the SDGs:



# 2 2020 Sustainability Plan



## Ethics and transparency

### Action

Train our employees in due diligence.

### Description

We will take the compliance course "Due Diligence with Third Parties" on our online digital training platform. This module is part of the compliance training, a responsibility of all, which consists of seven modules developed as part of the "Hablando de Compliance" awareness campaign, with the main compliance keys for Repsol.

### Indicator

Train 70% of the staff of the Venezuela Business Unit.

### What we've achieved



We have achieved the online self-training of 142 of the 145 employees, which represents 97.9% of the Business Unit's collaborators, on due diligence with third parties, through the online course available on our digital platform.

## 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.





## People

### Action

Promote training and development opportunities for the community of students from the main universities in the area of influence.

### Description

We will develop a Technical Day of Exploration and Production of Oil and Gas with the realization of workshops and lectures given by the technical references / Seconded. It will be directed to the petroleum careers of the universities of the area of influence.

### Indicator

Carry out a technical day

### What we've achieved



We carried out the II Repsol Technical Seminar in the State of Zulia, under online modality, from November 3 to 5. Students from the Universidad del Zulia, the Student Chapter of the International Society of Petroleum Engineers (SPE) and the Universidad Nacional Experimental Rafael María Baralt (UNERMB) participated in this activity. The program consisted of eight technical presentations, with which 99 students were trained, with a total participation of 349 attendees.

### Contribution to the SDGs:







## People

### Action

Provide training activities to the school and teaching population in the educational centers in the area of influence of the Venezuela Business Unit.

### Description

We will carry out workshops/training talks on energy transition, to school and teaching population in some educational centers located in the area of influence of the Venezuela Business Unit.

### Indicator

Give two training sessions.

Train a total of 50 participants.

### What we've achieved



We conducted an online training workshop on October 19, through the YouTube platform, on forest fires in Latin America, with the participation of several educational institutions. From Maracaibo, 12 teachers from educational institutions belonging to the Red Circuital Maracaibo and 6 teachers from the Escuela Básica Tomás Alfaro Calatrava in Lechería participated. The total number of participants trained was 112 people.

### Contribution to the SDGs:





## People

### Action

Strengthen the training of school teachers in the area of influence of Quiriquire Gas operations, in order to stimulate good educational practices.

### Description

We will carry out training actions aimed at teachers who teach in schools in the area of influence of the Quiriquire Gas operation, in order to improve the quality of training for children and adolescents.

### Indicator

Prepare the teaching material and certificate of participation.

Provide certification courses to at least 20 teachers on good educational practices.

### What we've achieved



We have given a workshop on neurolinguistic programming on March 4 and 11 to 33 teachers from María Belén San Juan and Zoila Villamizar High Schools, in the communities of the Punceres municipality in the state of Monagas. In addition, we have prepared the presentation for the workshop and we have delivered the certificates of participation to all the teachers.

### Contribution to the SDGs:





## People

### Action

Implement a plan to improve the aspects identified in the 2019 Culture Survey.

### Description

We will launch a plan to improve the aspects identified in the Culture Survey 2019, aligned with the new trends and ways of working, which aim at the balance between professional and personal life.

### Indicator

Implement teleworking as a "Pilot Test" in 13% of the eligible workers of the UN Venezuela.

Implement new conciliation measures that complement the existing ones and allow workers to balance working time with personal/family time.

### What we've achieved



We have provided for the remote work of employees, due to the state of alarm and social quarantine decreed in the country, derived from the Covid 19 pandemic, in anticipation of the Telework Project. The stages of the project will be implemented when the staff returns to work in offices.

We have defined a model of flexible working hours, as a measure of conciliation and balance between work and family time. Its implementation will be subject to the reincorporation of the personnel to the offices.

### Contribution to the SDGs:





## People

### Action

Strengthen the sense of belonging and corporate identity in Petroquiriquire.

### Description

We will promote initiatives to improve the sense of belonging in Petroquiriquire, giving a monthly recognition in safety and environment to the staff. In addition, we will promote the training of workers through talks.

### Indicator

Hold three talks in the year.

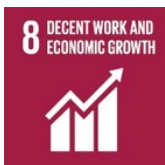
Publish the exemplary worker of the month.

### What we've achieved



The access to the joint venture's work centers has been restricted due to the biosecurity protocols resulting from the Covid 19 pandemic, making the normal development of training and incentive activities impossible.

### Contribution to the SDGs:





## People

### Action

Promote the participation and inclusion of people with different abilities.

### Description

We will carry out an awareness and training workshop for the staff of the Business Unit (motivational talk), on the integration of people with different abilities.

### Indicator

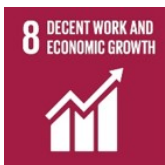
Give a talk to the collaborators of the UN Venezuela, "The family as a determining factor in the future of people with disabilities".

### What we've achieved



We have given, on December 18, the motivational talk on "Soft Skills", by the Foundation "Opening Horizon for Autism" and "Alas Azules" Foundation. This talk was attended by the personnel employed in the different locations of the company, through the Teams tool.

### Contribution to the SDGs:







## People

### Action

Train security contractor personnel and State security agencies serving in our facilities.

### Description

We will promote universal human rights to all personnel hired by the security services of Repsol Venezuela and State security organizations.

### Indicator

Give four talks to State security personnel and agencies: Caracas, Lechería, Maracaibo and Maturín.

Retrain 80% of the security personnel hired.

### What we've achieved



We have trained 88.67% (Repsol Project: 55 out of 55 / Cardon IV: 39 out of 51) of contracted security personnel in Voluntary Principles on Security and Human Rights. We have modified the scope of the action, having to eliminate the talks to personnel and state security agencies, due to the complexity of the situation, as a result of the pandemic.

### Contribution to the SDGs:





## People

### Action

Strengthen gender equality and the creation of a more inclusive and diverse environment in Repsol Venezuela..

### Description

We will carry out training actions on our digital platform regarding unconscious biases, aimed at leaders and the Business Unit's People and Organisation team, in order to raise awareness of the adoption of measures to identify and mitigate the impact of biases on both people and business.

### Indicator

Ensure 75% of the team leaders of the UN Venezuela take the course.

Ensure 70% of the management team of People and Organization of the UN Venezuela take the course.

### What we've achieved



We have achieved the self-training in unconscious biases of 100% of the team leaders of UN Venezuela and 100% of the People and Organization management team of UN Venezuela by means of an online course available on our digital platform.

### Contribution to the SDGs:





## People

### Action

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

### Description

We will inform our employees about the 2030 Agenda and its 17 Sustainable Development Goals through an online training course. We will highlight the role of the private sector and the challenges that Repsol faces in order to maximise its contribution.

### Indicator

Achieve a course completion rate of 60% of UN Venezuela employees.

### What we've achieved



We have achieved the online self-training of 136 of the 145 employees, which represents 93.8% of UN Venezuela's collaborators, on Agenda 2030: Sustainable Development Goals of the United Nations.

### 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 safety and environment culture through the participation and sense of belonging of Cardon IV staff and contractors.

### Description

We will promote the safety and environment culture through a workshop for contractors and employees of Cardon IV and we will promote preventive reporting through talks and incentives.

### Indicator

Increase the number of preventive observations generated in 2019.

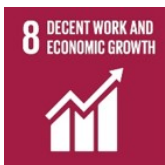
Reach 90% of trained Cardón IV employees and 75% of permanent contractors by December 2020.

### What we've achieved



We have increased preventive observations, registering 8,812 prevention observation cards (TOP), an increase of 330% compared to 2019. Similarly, we have trained 95% of our own personnel and 97% of contractor companies on preventive reporting issues, actions that are strengthened with the presentation and dissemination to line management, Cardon IV personnel and contractors, of the safety and environmental culture model and the six elements that comprise it.

### Contribution to the SDGs:





# 2 2020 Sustainability Plan



## Safe operation

### Action

Support the non-operational Assets Ypergas and Petrocarabobo, in the identification of opportunities to improve operational SE management.

### Description

We will carry out cross audits on SE aspects (safety and environment) to the operation of the Ypergas and Petrocarabobo assets. We will consider, among others, the verification of the existence of an integrated management system in SE, compliance with regulatory commitments in SE, verification of environmental situations, risk management and emergency management. Based on the results, a report with recommendations will be issued for each Asset.

### Indicator

Provide a results report with recommendations for the YPERGAS asset.

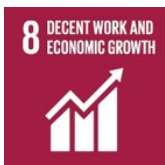
Provide a results report with recommendations for the Petrocarabobo asset.

### What we've achieved



We have prepared a guide for the execution of virtual audits in non-operated assets of the UN Venezuela, prepared the schedule of audits to Ypergas and Petrocarabobo, formed a multidisciplinary audit team and carried out the scheduled audits virtually. We have been able to close the process with the preparation of a report for each audit, presented and discussed with the assets (on October 10 for Ypergas and on December 18 for Petrocarabobo).

### Contribution to the SDGs:



# 2 2020 Sustainability Plan



## Safe operation

### Action

Develop and implement a training plan to strengthen the technical skills in SE for the workers of the Venezuela Business Unit in 2020.

### Description

We will implement the "Plan for technical training in SE" (safety and environment), designed for the employees of the Business Unit (technical areas and secondees), in order to strengthen and internalize the knowledge in SMA that promotes the reduction of incidents / accidents within the working and social environment.

### Indicator

Take two courses.

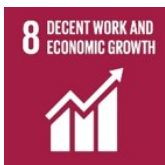
Train 50 workers.

### What we've achieved



We have completed three online courses for UN Venezuela personnel: 68 employees completed self-training in "Multiskilling Incident Management" (88%), 68 in "Incident Investigation" (88%) and 131 in "COVID-19: Coronavirus Prevention and Protection Measures" (90%).

## Contribution to the SDGs:



# 2 2020 Sustainability Plan



## Safe operation

### Action

Promote the culture of assets in SE through mechanisms of participation and connection with workers at Headquarters.

### Description

We will support the assets in the implementation of Culture and Leadership Action Plans in SE (safety and environment) through the exchange of experiences, follow-up and contributions from the driving teams formed for each asset.

### Indicator

Define an action plan for Petroquiriquire and implement it in 90%.

Define an action plan for Quiriquire Gas and implement it in 90%.

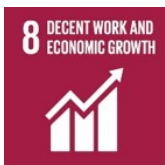
Define an action plan for Cardon IV and implement it in 90%.

### What we've achieved



We have defined and implemented 100% of the UN Venezuela Action Plan to support the Cardon IV and Quiriquire Gas assets in terms of HSE culture: Communication plan with prevention pills, communication of lessons learned from incidents, recognition of safety milestones and online activity on SMA testimonials. We have modified the scope of the action, having to suppress the implementation in the Petroquiriquire asset, due to the complexity of the situation resulting from the pandemic.

### 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

Encourage our main contractors of goods and services to contribute to the environment through the habit of recycling.

### Description

We will strengthen the culture of recycling in our main contractors, which entails changing habits in waste management. We will seek to create behaviours oriented to the protection of the environment.

### Indicator

Conduct two sessions at Headquarters with suppliers of goods and services.

Conduct two sessions at the Caracas Office with suppliers of goods and services.

### What we've achieved



We have conducted six sessions, in which a total of six suppliers of goods and services participated, and which focused on promoting better waste management. All sessions were conducted via videoconference through the ZOOM tool, due to the current pandemic caused by COVID 19.

## 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

Support the assets in the identification of initiatives to reduce CO<sub>2</sub> emissions.

### Description

Through synergy with non-operational assets (Cardon IV, Ypergas and Quiriquire Gas, Petroquiriquire and Petrocarabobo), we will identify, evaluate and register initiatives to minimize CO<sub>2</sub> emissions, after reviewing current emission sources.

### Indicator

Analyze the feasibility of initiatives identified in the five assets.

Record at least three (potential or actual) emission reduction initiatives.

### What we've achieved



We have reached 100% of the feasibility analysis of initiatives identified in the Quiriquire Gas, Cardon IV and Ypergas assets. They were prioritized and classified as: completed, in progress and potential. We have suppressed the study of the Petroquiriquire and Petrocarabobo assets due to the complexity of the situation resulting from the pandemic.

We selected to record five emissions reduction initiatives carried out at the Cardon IV asset, out of the total of 44 initiatives evaluated.

### Contribution to the SDGs:





## Climate change

### Action

Reduce CO2 emissions by optimizing gas venting and/or flaring in QE-2 plant.

### Description

We will execute the identified actions to reduce gas flaring and/or venting at the QE-2 Gas Compression Plant.

### Indicator

Implement at least one of the three emission reduction initiatives by 2020.

Achieve a reduction in gas emissions in QE-2 of 0.2 mmscfpd from October 2020.

### What we've achieved



We have carried out three emissions reduction initiatives: we have adjusted the suction pressure of the medium-pressure units to 350 psi, we have placed in service the C-2202 motor-compression unit in the gas transfer and we have placed in service the recirculation in the high and medium-pressure compression trains.

Thus, by the end of 2020 we have achieved a reduction in gas emissions by 0.4 mmscfpd.

### Contribution to the SDGs:





## Climate change

### Action

Reduce emissions by optimizing gas venting at Tiguadare Plant.

### Description

We will execute the defined actions in order to undertake modifications to the facilities that will allow the minimization, even more, of the gas torches in the flares of the Tiguadare Processing Plant.

### Indicator

Achieve a reduction of 0.4 mmscfpd of flare gas, from November 2020.

Follow up the action plan to implement the changes until September 2020.

### What we've achieved



We have implemented operational improvement actions at the plant, achieving an average reduction of 0.41 mmscfpd of gas in the gas flares in the flares of the Tiguadare processing plant in 2020, with respect to 2019. In this way, we contribute to the greenhouse gas (GHG) emissions reduction target.

### 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.



