



Overview
2021
Sustainability Plan
Bolivia



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Legal Notice

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

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1 Our vision of sustainability

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

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

Under these premises, our sustainability model incorporates ethical, environmental, and social considerations into our decision-making process, based on dialogue with stakeholders. We do this every year, creating initiatives that address the concerns of these stakeholders. This is how the **Sustainability Plans** — action plans that are available to the public and created on an annual basis — are born. The **Global Sustainability Plan** is the roadmap forming the basis for deployment of **Local Plans**. The plans also contain commitments in relation to the local context.

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



Climate change

We want to be part of the solution to climate change



Environment

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



Innovation and technology

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



Safe and secure operation

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



People

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



Ethics and transparency

We act responsibly and fully where we are present

2 2021 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 2021, we are publishing our annual SDG report for the second time.

We want 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 2021 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 2021 Sustainability Plan

Noteworthy projects

At Repsol, we contribute to sustainable development...

ofreciendo continuidad a temas que requieren un enfoque permanente, como Ética, Personas y Seguridad, acelerando la transformación digital y la innovación con enfoque en las nuevas formas de trabajo y en soluciones contra el cambio climático.



Water action plan

In 2021, with the objective of proposing initiatives that impact water management, we have developed important contributions, highlighting the preparation of the water balance monthly report for the Caipipendi Asset and the water management indicators monthly monitoring and control.

We also initiated hydrogeological monitoring and have implemented actions for water reuse/reduction (reuse of black and gray water from camps; reuse of condensation water from air conditioners used during the drilling of well MGR-10).



Biodiversity Management in Caipipendi Area

Based on the Biodiversity Action Plan in Caipipendi Block and linked to SDG 15, we systematically manage biodiversity issues throughout the life cycle of the activities developed and communicate to external stakeholders the planned, under development and developed actions in this area.

The Biodiversity Action Plan (BAP) promotes the potential impacts prevention and mitigation to achieve biodiversity conservation, taking into account the Caipipendi Area biological sensitivity, as well as the regulations and best practices available.



Human Rights Policy and Grievance Mechanism's induction at operational level

We have continued to disseminate the Human Rights Policy and the Grievance Mechanism at the operational level to all contractors and local authorities in the areas operated, which are part of the induction protocol for entering fields operated by Repsol in Bolivia.

We also conducted workshops with internal staff to update knowledge about the company's public commitments on human rights.

2021 Sustainability Plan

Overview

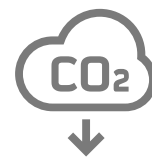
At the end of the year, it is time to review each of the initiatives that are part of the Sustainability Plan. The degree to which the objectives have been fulfilled is as follows:

21
Actions

71 % Fulfillment
10 % Not fulfilled
19 % In progress



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



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.

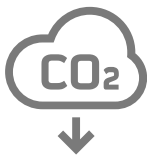
Our challenge is to supply energy in a safe, efficient, accessible and sustainable manner, reducing Greenhouse Gas (GHG) emissions in line with the objectives of the Paris Agreement and the Sustainable Development Goals of the United Nations (SDGs).

In December 2019 Repsol publicly expressed that it would align its strategy to be a net-zero emissions company by 2050, making it the first in its sector to set this ambitious goal. Our 2021-2025 Strategic Plan sets out the roadmap for continuing to successfully advance the energy transition. With the technological advances available, we anticipate achieving between 80% and 90% net emissions reductions by that year, and we are committed to applying the best technologies to raise this figure, including CO₂ capture, use and storage. Without major technological disruptions, Repsol would rely on natural carbon sinks to reach its goal of zero 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: Actions

Action

Reduce 5,000 tCO₂eq in our and operations.

Description

We will identify and execute initiatives to reduce emissions in our operations and projects, contributing to a reduction of more than 5,000 tCO₂eq in 2021.

Indicator

Reduction of more than 5000 tCO₂eq.

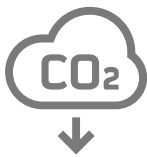
What we've achieved



We have exceeded the reduction of committed emissions, reaching a total of 62,421 t CO₂eq, through the execution of two important projects: the Flare Project in the Cambeiti field (EE274), with a total of 50,552 tCO₂eq reduced by December 2021, and the project Energy Optimization at the Margarita Plant (EE0245), achieving a reduction of 11,869 Tn CO₂ eq reduced by December 2021.

Contribution to the SDGs:





Climate change: Actions

Action

Improve efficiency in flaring and venting.

Description

Carry out at least one LDAR campaign to identify and quantify fugitive emissions and schedule the repair of identified leaks. Improve efficiency in the flaring and venting processes in torches, allowing the reduction of burning in torches and venting (methane emissions).

Indicator

Carry out an implemented improvement project.

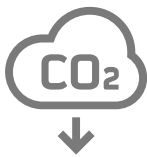
What we've achieved



We have executed the LDAR (Leak Detection & Repair) campaign in Margarita with the aim of identifying and quantifying fugitive emissions and programming the repair of identified leaks. Based on this campaign, we have adapted the flare in the Cambeiti field, with a significant reduction in emissions (venting). These initiatives have allowed a reduction in emissions of 62,421 tCo₂ in the year.

Contribution to the SDGs:





Climate change: Actions

Action

Report GHG emissions for Non-Operated Assets.

Description

Include the greenhouse gas (GHG) emissions inventory report for Non-Operated Assets, so that the main GHGs (CO₂, CH₄) and the main emission sources are included according to their processes.

Indicator

Perform an annual inventory of GHG in non-operated at the end of the year.

What we've achieved



We have annually requested an inventory of GHG emissions from Non-Operated assets, to include them in the greenhouse gas (GHG) emissions inventory report, thus identifying the main sources of emissions reported by operating processes.

Contribution to the SDGs:





Climate change: Actions

Action

Progressively align the Emissions Inventory to the Oil & Gas Methane Partnership 2.0 requirements to improve methane quantifications.

Description

We will evaluate technology for methane gas measurements and start purchasing management, with the aim of aligning the report with the requirements of the Oil & Gas Methane Partnership (OGMP2.0 Gold Standard).

Indicator

Carry out the management of equipment purchases for methane measurement.

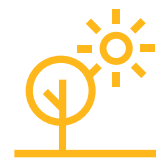
What we've achieved



We have managed to purchase a piece of equipment to measure methane and thus progressively align the emissions inventory to the requirements of the Oil & Gas Methane Partnership 2.0. The equipment has a detection of thirty (30) meters and is developed exclusively to detect methane gas and does not show cross-sensitivity with other hydrocarbons.

Contribution to the SDGs:





At Repsol, we contribute to sustainable development...

In order to guarantee society sustainable growth over time, at Repsol we work prioritizing the actions necessary to minimize environmental impacts. For this, we optimize the use of the resources that we use in our industrial processes in the manufacture of our products, including water, and we minimize emissions to air and water, as well as the generation of waste, giving them a second life whenever possible.

The conservation of natural capital and biodiversity, as well as the implementation of the circular economy, are key aspects when developing our activity.

Our Safety and Environment Strategy defines the key lines of action on which the company will focus its environmental efforts by 2025: we must be able to quantify and assess the impacts and dependencies on the environment when making business decisions, focusing on the most sensitive aspects of our operations. Our goal is to maintain the social license to operate through excellent environmental management, showing that we are sustainable throughout our entire value chain, both in our projects and operations, as well as in the products and services that we make available to our customers.

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





Environment: Actions

Action

Carry out circular economy projects aimed at the reuse/recycling of waste, optimizing water consumption.

Description

We will carry out projects for the use of organic resources, such as composting and vermiculture; as well as water reuse or optimization projects in our operations and projects.

Indicator

Report 2 Circular Economy projects implemented in 2021.

What we've achieved



We have implemented three (3) circular economy projects. These projects are composting at the Margarita Plant (MGR), which has allowed optimization of waste management, reuse of irrigation water (from the residual water and osmosis treatment plant) at the MGR Plant, and reuse of condensation water from the air conditioners used in the drilling of the MGR-10 well in the Caipipendi block.

Contribution to the SDGs:





Environment: Actions

Action

Carry out a cooperation agreement for the execution of the Andean Bear research and conservation project.

Description

We will plan actions that will serve as an instrument for the conservation of the Andean Bear in Bolivia, focusing research on one of the regions considered to be a priority for research and conservation of the Andean Bear in the country.

Indicator

Signing of the agreement to carry out the study.

Execution of the second phase of the project.

What we've achieved



It has not been possible to carry out the second phase of the study due to budget reasons.

Contribution to the SDGs:





Environment: Actions

Action

Carry out a study to optimize water resources in the area of communities neighboring Campo Margarita.

Description

We will finance the preparation of a water resource optimization study in four communities neighboring our operation in the Margarita field, together with the competent authorities.

Indicator

Water optimization study prepared.

What we've achieved



We have prepared a study of water resources that will allow us to implement multiple actions to optimize the use of this resource in the Caipipendi Block Operation.

Contribution to the SDGs:





Environment: Actions

Action

Carry out an Action Plan for Biodiversity.

Description

Realizaremos un análisis detallado e la caza, pesca y la ganadería en el área y del uso de los recursos naturales. Definiremos un manual de medidas de conservación de especies protegidas en el área de estudio.

Indicator

Submit two summary reports of the tasks carried out as part of the 2021 Biodiversity Action Plan (PAB) in the Caipipendi area.

What we've achieved



We have prepared a Biodiversity action plan that includes a manual of species conservation measures, as well as a detailed analysis of hunting, fishing, livestock and natural resources for the Caipipendi area; Likewise, we have defined a snake guide for the Caipipendi Area and the publication of two articles on biodiversity (Caves on the access road to Well MGR-10 and Archaeological Findings during the construction of the access road to Well BCS-X1).

Contribution to the SDGs:



2 2021 Sustainability Plan

Safe and secure operation



At Repsol, we contribute to sustainable development...

We pursue the ambition of Zero Accidents by demanding a high level of safety in our processes and facilities, with special attention to the protection of people and the environment that surrounds us, also working to raise awareness of our suppliers and contractors.

As a result of the conviction that safety is the basis for the creation of value, excellence and responsibility, our Safety and Environment Strategy for 2025 sets the key lines of action on which to focus our safety efforts: promoting the culture, transformative leadership and safety awareness. In addition, as a sign of our commitment, the safety objectives have an impact on the variable remuneration of our employees of 10%.

In the current global context, with the acceleration of the digitalization process of society, secure operation also extends to digital operations, and cybersecurity is gaining more and more importance. We have been working on cycles of improvement and adaptation our processes and information technologies for more than a decade. Also aware that it is an environment that is constantly evolving and gaining complexity, far from stabilizing the effort, we increase it in each cycle.

Below we demonstrate courses of action pointing to our commitment to safe and secure operation.





Safe and secure operation: Actions

Action

Develop training activities and training in prevention and control of spills to own personnel and contractors.

Description

We will carry out training activities and spill drills with the aim of improving the knowledge and capabilities of the Field Response Team (FRT), in the event of environmental incidents.

Indicator

There will be 3 training activities and 2 drills led by a spill specialist.

What we've achieved



We have carried out three (3) training activities in spill prevention and control, in addition we have carried out a drill and a table-top drill, for the management of eventual incidents, thus executing 100% of the activities contemplated for 2021, thus improving the knowledge and skills of the 57 people who participated.

Contribution to the SDGs:



2 2021 Sustainability Plan



Safe and secure operation: Actions

Action

Monitor the inclusion of safety criteria in the qualification and evaluation of the performance of suppliers, contractual clauses and evaluation of offers, for the acquisition of goods and services with high risk in safety and the environment.

Description

We will review the supplier qualification requirements and performance evaluation forms in order to ensure the inclusion of safety and environmental criteria updated to the 2021 objectives. Ensure that these criteria are included in the bidding documents.

Indicator

100% review of tender documents.

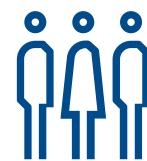
What we've achieved



The review and updating of the safety and environmental criteria required for the qualification of suppliers is still in process, and they will be included in the bidding documents.

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, health and wellness, 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: Actions

Action

Manage the health of employees and personnel of contracting companies during the COVID-19 pandemic.

Description

We will communicate prevention measures and updates to biosafety protocols in a timely manner and ensure compliance.

We will vaccinate employees and direct family members.

Indicator

Communicate 100% of protocols and adoption of preventive measures.

Have 100% of the doses of the Covid-19 vaccine available for all staff and direct family members.

What we've achieved



We have promoted the vaccination of 100% of employees and we communicate prevention measures in a timely manner. We have also elaborated and updated according to the needs, the applicable biosafety protocols for field and city operations.

Contribution to the SDGs:





People: Actions

Action

Accompany employees in the care of their state of health and well-being, additionally promoting digital disconnection.

Description

We will carry out medical examinations.

We will carry out psychological and emotional health wellness programs.

We will carry out integration activities that involve the family.

Indicator

Cover 95% of medical exams during 2021.

Comply with 90% of the planned psychological and emotional health programs.

Carry out 90% of the planned integration activities.

What we've achieved



We have accompanied employees in caring for their physical and psychological health, through medical examinations and activities with the psychologist. We have also carried out the planned integration activities, 4 Town Halls, five cooking workshops, Father's Day celebrations, Mother's Day celebrations and other activities that contribute to health care and the improvement of the well-being of our employees.

Contribution to the SDGs:





People: Actions

Action

Evolve towards a flexible work scheme within the Bolivia Business Unit, promoting teleworking, family conciliation through vacations (Vacation Program 2021), granting a day off for birthdays and the use of digital tools to facilitate communication and performance within the company.

Description

We will prepare a schedule for each area and support in its compliance.

We will report on the progress made and suggest improvement actions in case of deviations.

We will implement the employee's birthday as a holiday if approved.

We will implement the teleworking modality based on the predefined guidelines.

We will promote the culture of using digital tools through the Change Agents of the Bolivia business unit.

Indicator

Have an activity schedule (holidays) in 100% of managements.

Comply with 90% of the vacation schedule.

Implement a holiday for employees' birthdays after they return to the offices.

What we've achieved



We have implemented a flexible work scheme under the Telecommuting modality, 95% of the central office staff is under this modality and will telecommute an average of 48% of the time, with an average % of total occupancy of 64% of the facilities . Likewise, we have complied with the vacation program by 91%, with the staff having enjoyed a total of 4,767 days, in line with the objectives of the program.

Contribution to the SDGs:





People: Actions

Action

Disseminate the United Nations 2030 Agenda and promote the achievement of the Sustainable Development Goals (SDG) among our Contractors.

Description

We will identify five strategic suppliers to train them in the SDG sustainable development objectives. This action will contribute to maximizing the contributions to the sustainable development of our suppliers.

Indicator

We will carry out 2 training actions.

What we've achieved



We have raised awareness about the 2030 agenda to five suppliers that provide services in the field, and we will continue with the SDG course for the management personnel of the contracting companies.

Contribution to the SDGs:





People: Actions

Action

Support the expressions of art and culture in the Manzana 1 cultural space, as a boost to culture and social integration.

Description

We will support the development of two cultural activities in the Manzana 1 art and culture space, which is a free and open, non-profit gallery located in the historic center of Santa Cruz de la Sierra.

Indicator

We will carry out 2 cultural activities.

What we've achieved



During 2021, despite the restrictions imposed by the pandemic, we have carried out six (6) cultural activities, which have consisted of exhibitions by national artists, with an attendance of 9,000 people per month during the 12 months of the year, thus reinforcing culture and social integrity.

Contribution to the SDGs:





People: Actions

Action

Prepare a digital training plan for leaders of indigenous communities, to familiarize them with digital culture and promote their skills.

Description

We will prepare a digital training plan for five leaders of indigenous communities, for access to knowledge through the use of information technologies that facilitate educational processes and with the technological resources available.

Indicator

Plan prepared and presented for approval of interested parties.
Develop 2 training activities.

What we've achieved



We have developed a digital training plan, suitable for the indigenous community leaders of the Itika Guasu Community Land of Origin, in order for them to learn about the digital tools that keep people connected in different geographical settings and strengthen digital culture, knowing their risks and opportunities.

Contribution to the SDGs:





People: Actions

Action

Communicate actions aligned with the United Nations 2030 Agenda and the Global Compact, carried out by the UNBO (Bolivian Business Unit) to the State.

Description

We will inform YPFB and the Ministry of Hydrocarbons about the actions carried out by Repsol Bolivia as a contribution to the SDGs and the Global Compact.

Indicator

Hold two dissemination meetings.

What we've achieved



We have disseminated the Bolivia Business Unit's contribution to the Global Compact and the Sustainable Development Goals through the delivery of annual progress reports and the annual report to our stakeholders, including YPFB and State agencies, ministries, governors' offices, municipalities and local authorities.

Contribution to the SDGs:





People: Actions

Action

Review bidding documents for the inclusion of sustainability criteria.

Description

We will review the clauses established in the contract specifications to establish commitments to include local labor and services for the benefit of the communities neighboring our operations.

Indicator

Revised specifications and modification proposal.

What we've achieved



We have updated the bidding documents, incorporating an annex on Community Relations, which establishes as a requirement the inclusion of local labor and services, in addition to the criteria to be applied for the benefit of the communities neighboring our operations, thus complying with sustainability criteria.

Contribution to the SDGs:





People: Actions

Action

Train and raise awareness on human rights, safety and the environment among employees of the Bolivia Business Unit.

Description

We will promote training in human rights, safety and the environment for all employees, with an emphasis on those who manage purchasing and contract processes.

Indicator

60% of employees completed the training.

100% of those involved in purchasing processes trained in human rights.

What we've achieved



The update of the Human Rights training for Purchasing and Contracts personnel has been postponed to be carried out during the year 2022 due to organizational issues.

Contribution to the SDGs:



2 2021 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



2 2021 Sustainability Plan



Ethics and transparency: Actions

Action

Communicate actions of the United Nations 2030 Agenda and the Global Compact, carried out by the UNBO (Bolivia Business Unit) to the State and partners in the Caipipendi bloc.

Description

We will hold two meetings with State Organizations and Caipipendi block partners to communicate the contributions to the 2030 agenda and the Bolivia Business Unit Sustainability Plan.

Indicator

Hold two briefings.

What we've achieved



We have informed our partners and the State of our contribution to the United Nations Global Compact and the 2030 Agenda, by sending progress information and the annual report of the Bolivia Business Unit. Similarly, in the meetings we hold we have disseminated the contributions made, which are within the budgets approved by partners and the State.

Contribución a los ODS:





Ethics and transparency: Actions

Action

Communicate to internal stakeholders about tax policies and practices and our tax contribution in Bolivia, as a good transparency practice.

Description

We will communicate to our internal stakeholders, fiscal information related to tax payments in Bolivia, as well as relevant information on fiscal issues, in accordance with the required criteria, taking the EITI criteria as a reference.

Indicator

Prepare an annual communication on relevant information on tax issues.

What we've achieved



We have prepared the material with relevant information for the corresponding dissemination and to achieve a better understanding of tax matters, framed within the principles of fiscal transparency of the EITI. The dissemination will be developed during the 2022 management.

Contribución a los ODS:



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.



