



Overview  
**2021**  
**Sustainability Plan**  
**Colombia**



# Index

<b>1</b>	<b>Our vision of sustainability and the preparation of this Plan</b>	<b>3</b>
<b>2</b>	<b>Sustainability Plan 2021</b>	<b>4</b>
	Sustainable Development Goals	5
	Overview	7
	 Climate change	8
	 Environment	11
	 Innovation and technology	14
	 Safe and secure operation	17
	 People	19
	 Ethics and transparency	25
<b>3</b>	<b>Process of updating this Plan</b>	<b>31</b>

### 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.



We want to be part of the solution to climate change



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



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



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



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



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:



# 2021 Sustainability Plan

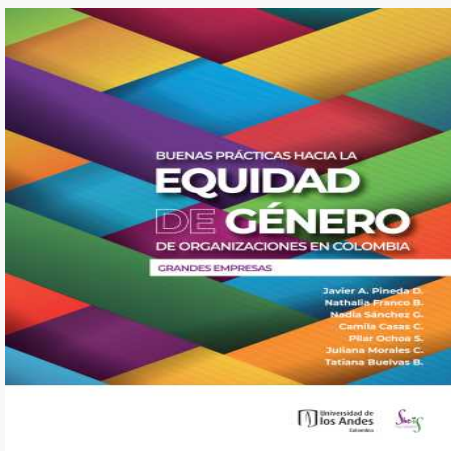
## Noteworthy projects

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



#### Recognition of the good practices of Sustainable Development of the Global Compact

Repsol Colombia was the winner in the fourth version of the Recognition of Good Practices in Sustainable Development, in the special category of Human Rights and Business, in the Business condition for the good practice *Human Rights Impact Assessment as a mechanism of prior knowledge and respect mutual. Guajira case.*



#### Recognition She Is Foundation and Global Compact

Book Good practices towards gender equality in organizations in Colombia - Large companies

Repsol Colombia was selected in 2021 to be part of the 25 companies from different economic sectors, which shared their practices, to generate spaces for transformation in favor of gender equality in Colombia.



#### Agribusiness Cocoa – Meta

It is a joint work project between Repsol, the Canadian Embassy, SOCODEVI and Ecopetrol.

The objective is to continue improving the living conditions of cocoa producers in 11 municipalities in the department of Meta, through a sustainable development approach and greater empowerment of women, supporting more than 1,000 cocoa-growing families.

# 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:

17  
Actions

82%

Fulfillment

6%

In progress

12%

Not fulfilled



Climate  
change

2 Actions



Environment

2 Actions



Innovation  
and technology

2 Actions



Safe and secure  
operation

1 Action



People

5 Actions



Ethics and  
transparency

5 Actions

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 2021 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).

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 CO<sub>2</sub> 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

Calculate and offset the carbon footprint generated in 2020 in Repsol Colombia.

### Description

We will calculate the carbon footprint generated by Repsol Colombia in Bogota during 2020 for air travel and energy consumption and subsequently offset the emissions through the purchase of carbon credits.

### Indicator

Calculate the carbon footprint for air travel and energy consumption for 2020 in Repsol Colombia.

Acquire the carbon credits required for the compensation corresponding to the calculated carbon footprint.

## What we've achieved



We have calculated a carbon footprint of 46.42 tonnes of CO<sub>2</sub> from travel and energy consumption in 2021.

We have purchased carbon credits from the CO<sub>2</sub>Cero forestry project for 46.42 tonnes of CO<sub>2</sub> as a result of the calculation.

## Contribution to the SDGs:





## Climate change: Actions

### Action

Report GHG emissions for non-operated assets.

### Description

We will include greenhouse gas (GHG) emissions inventory reporting for non-operated assets, including the main GHGs (CO<sub>2</sub>, CH<sub>4</sub>).

### Indicator

Submit annual emissions report for the two non-operated assets by 2020.

## What we've achieved



In line with our public commitment to be a Carbon Neutral company by 2050, we are working not only to identify and measure our Greenhouse Gas (GHG) emissions, but also to monitor the emissions generated by our partners. For that reason, we have sent the annual emission report of the non-operating assets of Llanos Norte and CPO9, including the main GHGs (CO<sub>2</sub>, CH<sub>4</sub>).

## Contribution to the SDGs:





## Environment

### 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

Apply circular economy criteria to electronic equipment decommissioned by 2021.

### Description

We will ensure that the equipment that is decommissioned in 2021 is disposed of under circular economy criteria, achieving its reuse or recycling.

### Indicator

Reach 100% of equipment recycled and/or reused.

### What we've achieved



During 2021, no electronic equipment was donated or removed.

### Contribution to the SDGs:





## Environment: Actions

### Action

Conduct a pilot study on a non-operated asset based on natural capital depletion indicators.

### Description

Together with one of our partners, we will identify a project to evaluate the effectiveness of environmental management measures based on natural capital depletion indicators. For this, we will make use of the READS methodology (Repsol's Environmental Data Analysis System).

### Indicator

Prepare a report on the application of the READS methodology to the identified project.

## What we've achieved



We have set the completion of this initiative for the year 2022.

## Contribution to the SDGs:





# 2 2021 Sustainability Plan



## Innovation and technology

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

Advancing in the decarbonization of processes and products and in Sustainability is a key objective in the future strategy of our industry. For this reason, at Repsol, we are strongly committed to the decarbonisation of our industrial and transport production, counting on a strong investment in R&D&i at our research center (Repsol Technology Lab).

Also since its creation in 2017, Repsol's Digitalization Program has maintained a firm commitment to Sustainability. On a transversal basis, this program is contributing to the digital transformation of Repsol's business units, obtaining impacts throughout the entire value chain.

Repsol Technology Lab promotes open innovation, that is, collaboration with the innovative ecosystem by building a work environment capable of accelerating the full deployment time of disruptive technological products. This collaboration model is essential to obtain successful results and build more efficient and sustainable energy systems.

As an example of open innovation, Repsol has an investment fund that is intended to acquire stakes in start-ups that offer solutions in three areas of action: decarbonisation and circular economy, advanced mobility and renewables, and digital technology and asset optimization.

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.





## Innovation and technology: Actions

### Action

Identify problems in non-operated assets that can be managed through technological solutions.

### Description

We will detect, together with the partners, at least one problem that requires the use of innovative technology. We will present the proposed technological solution for handling the problem.

### Indicator

Present at least one proposal for a technological solution to the identified problem.

## What we've achieved



We have made the presentation to Ecopetrol and Sierracol of READS (Repsol Environmental Analytics Data System). This is an application developed by Repsol that demonstrates the cost efficiency of the environmental management measures proposed against the impacts of the project.

## Contribution to the SDGs:





## Innovation and technology: Actions

### Action

Continue the deployment of the new technology optimization program in Repsol Colombia.

### Description

We will take the necessary actions to reduce the IT infrastructure installed in the country and implement the new document management plan, in order to contribute to the optimization of processes and promote new digital solutions aligned with the new ways of working.

### Indicator

Reach 100% of the implementation plan for the reduction of the country's installed systems infrastructure.

Reach 70% of the implementation of the new document management system.

## What we've achieved



We have managed to remove 90% of the servers and 85% of the equipment, achieving the planned reduction of the system infrastructure installed in the country.

We have made progress in the implementation of the new document management system with 100% staff training and 100% implementation of the application for users.

## 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

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

### Description

We will report safety and environmental performance indicators according to the requirements established in the non-operational model in the IAMS (Integrated Asset Management System) tool.

### Indicator

Report and document indicators of non-operated assets on a quarterly basis.

Generate and present the plan if necessary.

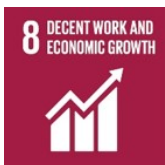
## What we've achieved



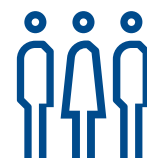
We have reported and documented the indicators of non-operated assets on a quarterly basis, with excellent results, according to the requirements established in the model of non-operated assets in the IAMS (Integrated Asset Management System) tool.

Given the excellent indicators obtained in relation to the IAMS tool of our non-operated assets, it was not necessary to develop an improvement plan.

## 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

Collaborate with extractive companies to improve human rights management.

### Description

We will work on Colombia's National Business and Human Rights Plan within the framework of the Spanish Business and Development Committee in Colombia.

### Indicator

Present the three human rights impact studies conducted with indigenous communities in Colombia to the committee.

## What we've achieved



We have presented the three human rights impact studies carried out with indigenous communities within the framework of the Spanish business and development committee in Colombia.

We have participated in the United Nations forum on human rights where we shared the No-Go success story in La Guajira.

## Contribution to the SDGs:





## People: Actions

### Action

Disseminate the 2030 Agenda to our stakeholders in Repsol Colombia.

### Description

We will raise awareness of the 2030 Agenda in a clear and simple way.

### Indicator

Conduct at least three awareness-raising activities to publicize the 17 Sustainable Development Goals of the 2030 Agenda.

Ensure that 100% of employees take the ODStories course.

## What we've achieved



We have held a webinar as part of the launch of the Sustainability Plan where we shared Repsol's contribution to the Sustainable Development Goals.

We have achieved that 97% of the collaborators take the Sustainable Development Goals course, ODStories.

## Contribution to the SDGs:





## People: Actions

### Action

Implement awareness-raising and/or training actions on the Voluntary Principles on Security and Human Rights for employees, contractors and State security agencies.

### Description

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

### Indicator

Carry out two awareness-raising actions.

## What we've achieved



We have carried out two trainings in human rights with a focus on human rights education, Covid-19 and social protest. In total, we had the participation of 40 Repsol officials and contractors in Colombia and 34 members of the National Army located at the Chichimene Station.

## Contribution to the SDGs:





## People: Actions

### Action

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

### Description

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

### Indicator

Reach 70% of teleworkers in Repsol Colombia.

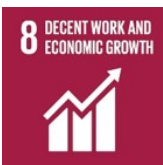
## What we've achieved



We have achieved that 77% of the staff make "teleworking" requests, however, due to the pandemic, 100% of the staff is in "work at home" mode.

We have held a focus group aimed at motivating employees to join the campaign and request telecommuting, and we have also made known the digital tools available for remote work, through the "Digital Work Place" program.

## Contribution to the SDGs:







## People: Actions

### Action

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

### Description

We will present the results of the Repsol Colombia Gender Equity Study, conducted in 2020 with the Ministry of Mines.

### Indicator

Carry out two actions to raise awareness of the results of the study.

## What we've achieved



As a result of the Gender Equality Study carried out by the Ministry of Mines in the WEP tool (Principles for the Empowerment of Women) of the UN Global Compact, we have carried out the following actions:

- We have implemented the lactation room.
- We have carried out the inclusive communication webinar with a focus on gender equity.
- We have sent communications to raise awareness about the importance of gender equity.

## 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





## Ethics and transparency: Actions

### Action

Simplify Repsol's corporate structure in Colombia, in order to align it with the business and adapt it to legal requirements and corporate standards.

### Description

We will identify the necessary actions in order to achieve the simplification of the corporate structure in Colombia, aligned with the transparency criteria committed by Repsol.

### Indicator

Develop and complete the action plan in accordance with the established milestones.

## What we've achieved



We have simplified Repsol's corporate structure in Colombia by liquidating Repsol Servicios Colombia S.A. (RSC), according to the defined action plan. The Executive Committee approved the liquidation, we carried out the transfer of the Catleya contract and the sale of the remaining fixed assets of RSC to Repsol Colombia Oil&Gas Ltd. (RCOG) and we received the return of the 2020 rental balance in favor of RSC.

## Contribución a los ODS:



# 2 2021 Sustainability Plan



## Ethics and transparency: Actions

### Action

Develop cooperative relations with the National Tax and Customs Directorate (DIAN).

### Description

We will maintain our active participation in the Tax Committee of the Colombian Petroleum Association (ACP) as the vehicle for channeling concerns about regulatory developments, thus avoiding or mitigating possible future controversies in the application of tax legislation.

### Indicator

Receive the official response from the control bodies.

## What we've achieved



We have participated in the different committees of the ACP (Colombian Petroleum Association), which has allowed us to transmit to the control organisms the concerns of the Oil & Gas industries.

## Contribución a los ODS:





## Ethics and transparency: Actions

### Action

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

### Description

We will communicate to our employees information regarding tax payments in Colombia, as well as relevant information on tax matters.

### Indicator

Communicate relevant information on tax matters.

## What we've achieved



We have reported the payments to the government made up to the month of September 2021 and the information required by the EITI (Extractive Industries Transparency Initiative), pending the issuance of the final report for the year 2021.

## Contribución a los ODS:







## Ethics and transparency: Actions

### Action

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

### Description

We will join the EITI (Extractive Industries Transparency Initiative) in order to strengthen our cooperative relations with the tax authorities and other supervisory bodies.

### Indicator

Achieve accession in 2021 to the EITI (Extractive Industries Transparency Initiative).

## What we've achieved



We have achieved adherence to the EITI (Extractive Industries Transparency Initiative), according to our intention.

In this way, we strengthen our cooperative relations with the Tax Administration and other control bodies.

## Contribución a los ODS:





## Ethics and transparency: Actions

### Action

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

### Description

We will update and inform about the processes in relation to the changes in Repsol's rules regarding compliance in the area of money laundering and transnational corruption.

### Indicator

Communicate to employees and contractors the changes in compliance regulations, including those related to money laundering and transnational corruption.

## What we've achieved



We have communicated to employees and contractors the changes in the standards of Gift Management, Due Diligence with third parties, Conflict of Interest Management and Repsol's Comprehensive Compliance Model through different information capsules.

We have sent suppliers and customers information on Repsol's most representative compliance standards, such as the Code of Ethics and Conduct, contributing to strengthening the culture of compliance.

## 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.



