



# Overview 2021 Sustainability Plan Ecuador



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## Legal Notice

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

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# 1 Our vision of sustainability

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

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

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

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



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



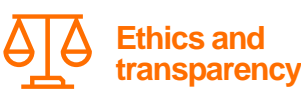
We encourage innovation and incorporate technological advances to improve and develop ourselves and our environment



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



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 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

## 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:

20  
Actions

90 % Fulfillment  
10 % Not fulfilled

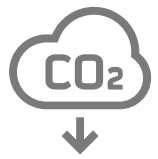


Further down, you can obtain more detailed information for each of the actions included in the plan, their indicators, and all other relevant information.



# 2 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.

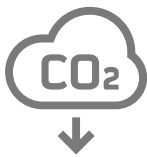
Our challenge is to supply energy in a safe, efficient, accessible and sustainable manner, reducing Greenhouse Gas (GHG) emissions in line with the objectives of the Paris Agreement and the Sustainable Development Goals of the United Nations (SDGs).

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

### Action

To reduce energy consumption in electro-submersible pumping systems through continuous design optimization and application selection considering 2020 energy consumption.

### Description

We will optimize the selection of electro-submersible pumping equipment (ESP) in order to reduce energy consumption in the diesel power generation system. The project considers all BES equipment replacement works to be executed in 2021 when the wells are being reconditioned.

### Indicator

Reduction of 1900 Tn CO<sub>2</sub>eq until December 2021.

## What we've achieved



We have reached 100% of the target by November 2021 with a reduction of 2,134 tnCO<sub>2</sub>eq above the reduction established in the indicator.

## Contribution to the SDGs:





# 2 2021 Sustainability Plan

## 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

### Action

Execute the 2021 environmental risk minimization plan.

### Description

We will execute actions, within the environmental risk minimization plan, aimed at studying the barriers that the business has, both physical and non-physical, to avoid spill scenarios. In 2020, the highest risk scenarios were identified and we will work on them in terms of measuring the effectiveness of preventive and recovery barriers for identified cases of major spills.

### Indicator

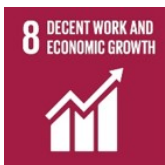
Achieve 100% implementation of the environmental risk plan by the 31st of December 2021.

## What we've achieved



We have complied with 100% of the environmental risk minimization plan to mitigate possible spill scenarios within the Block 16 and Block 67 operations.

## Contribution to the SDGs:





## Environment

### Action

Execute participatory monitoring to control colonization prevention in the main rivers of influence (BI16 and 67).

### Description

We will manage the participation of MAEE authorities and community leaders/representatives in river monitoring of the main rivers in the area of influence of the operations in order to prevent and alert authorities of possible colonization attempts, especially in the Yasuní National Park.

### Indicator

Execution of three fluvial monitoring activities during 2021.

### What we've achieved



We have carried out quarterly participatory monitoring to control the prevention of colonization in the main rivers of the area of influence (Blocks 16 and 67), thus preserving the native communities in the area.

### 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.



# 2 2021 Sustainability Plan



## Safe and secure operation

### Action

Implement the 2021 Safety Plan to reduce accidents among our own personnel and contractors working in Blocks 16 and 67.

### Description

We will implement a security plan based on 14 actions to be executed throughout the year 2021. This plan is led by the Business Unit Management. It is focused on improving the safety culture, leadership and collective commitment to reach zero accidents by 2021.

### Indicator

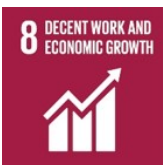
Achieve 100% of the security plan by 31st of December 2021.

### What we've achieved



We have complied with 100% of the 14 actions of the management-led plan to improve the safety culture, leadership and collective commitment to achieve the goal of zero accidents by 2021.

### Contribution to the SDGs:





## Safe and secure operation

### Action

Implement the procedure and use of the safety and environmental passport by the most important contractors operating in the Blocks.

### Description

We will use the passport to have a more rigorous control over the safety training received by contractors working in Block 16, as well as the status of their vaccinations and the certification of a good work attitude. We will take into account the permanent contractors and those with the highest risk in their activity.

### Indicator

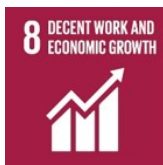
Achieve 100% passport usage in defined contractors by 30th of November 2021.

## What we've achieved

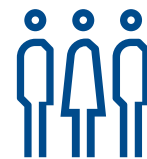


We have reached the goal of 100% passport use for contractors in the Ecuador Business Unit. This tool has allowed us to maintain a high safety level in our operations.

## 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

### Action

Execute 16 social projects through Fundación Repsol Ecuador.

### Description

We will develop 16 social projects through Fundación Repsol Ecuador, aimed at strengthening education, health and productive development in the communities.

### Indicator

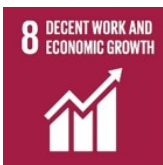
Monitoring and execution of the 16 projects during the year 2021.

## What we've achieved



Fourteen of the 16 projects have been implemented. The projects are aligned with education, health and inclusive projects for stakeholders in the areas of influence.

## Contribution to the SDGs:





## People

### Action

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

### Description

We will make short videos for each specific topic, which will be explanatory and exemplary. These videos will be disseminated both in the Quito offices and in Blocks 16 and 67.

### Indicator

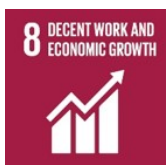
2 explanatory videos: Topic 1: Compliance with labor rights. Topic 2: Contractual compliance - suppliers.

## What we've achieved



This activity could not be carried out due to health restrictions caused by the COVID19 pandemic.

## Contribution to the SDGs:





## People

### Action

Address issues related to the changes faced by the Ecuador Business Unit.

### Description

We will conduct talks to propose economic action plans with employees in view of the termination of their contracts. We will also approach financial product providers and entrepreneurship tips.

### Indicator

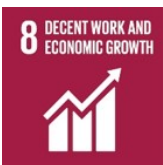
Number of people to receive training, 60% UN Ecuador personnel. 2 general talks (not including assignment of shifts) scheduled.

## What we've achieved



Due to the Ecuador Business Unit strategy, this action could not be carried out.

## Contribution to the SDGs:





## People

### Action

Recognition to non-monetary recognition to Repsol Ecuador's personnel.

### Description

We will launch and implement a non-monetary recognition program called LET'S DO IT 2021 that seeks to motivate employees of the Ecuador Business Unit. This program is based on 5 axes: environment, diversity and inclusion, teamwork, volunteering and commitment.

### Indicator

13 plans submitted, according to the established division of areas.

Conduct 4 follow-up meetings for each plan submitted.

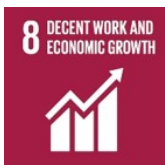
Establish the recognition threshold value.

## What we've achieved



The Let's do it 2021 non-monetary recognition campaign was executed with the participation of 100% of the areas of the Ecuador Business Unit. Four follow-up meetings were held for each of the five axes.

## Contribution to the SDGs:





## People

### Action

Promote gender equity both in Quito offices and in Blocks 16 and 67.

### Description

We will socialize and implement the protocol on harassment and violence against women through awareness-raising talks to the employees of the Ecuador Business Unit.

### Indicator

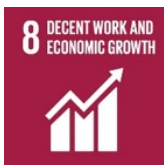
Participation of 80% of the personnel in the protocol awareness talks.

## What we've achieved



We have conducted a talk to raise awareness among employees on harassment and gender violence issues with a participation of more than 80% of the staff.

## Contribution to the SDGs:





## People

### Action

Improve the organizational climate within Repsol Ecuador.

### Description

We will conduct an organizational culture survey and develop action plans for the main opportunities for improvement.

We will conduct direct communication sessions between management and staff.

### Indicator

Participation of more than 90% of the Ecuador Business Unit's personnel.

Action plans designed at 100%.

Management will hold 7 meetings with personnel from different areas during 2021.

## What we've achieved



We have conducted a survey and committed communication sessions among the management and staff of the Ecuador Business Unit with a participation of over 90%.

## Contribution to the SDGs:





## People

### Action

Manage psychosocial risk activities and develop workshops for staff.

### Description

We will deliver the results of psychosocial risks to the departments involved.

We will conduct conferences and workshops on topics related to: workplace harassment, interpersonal relationships, work stress, emotion management, health diagnosis and psychosocial results.

### Indicator

Conduct 7 talks to Ecuador Business Unit personnel.

Attendance of 70% of Ecuador Business Unit personnel.

Identify at least 90% of the psychosocial risks of the Business Unit.

### What we've achieved



We have carried out the 7 talks with all departments and areas of the Ecuador Business Unit with an attendance of more than 70% of the personnel. In these sessions we identified and explained topics related to workplace harassment, interpersonal relationships, work stress, emotion management, health diagnosis and psychosocial results.

### Contribution to the SDGs:







## People

### Action

Manage actions to mitigate the effects of the COVID-19 pandemic.

### Description

We will take the following actions to help mitigate the effects of the pandemic:

Action plan.

Conducting rapid antigen and antibody testing.

Follow-up of patients with COVID-19.

Vaccination.

### Indicator

Achieve 99% of tests/employees.

Provide at least 90% of employees who have passed COVID with a CT and antibody screening test.

Provide at least 80% of staff with the COVID vaccine.

## What we've achieved



The health objectives related to COVID-19 have been achieved.

## Contribution to the SDGs:





## People

### Action

Train security company personnel on voluntary principles, human rights and security.

### Description

We will conduct a socialization and training campaign on voluntary principles, security and human rights aimed at all personnel of the complementary private security services company at headquarters and in Blocks 16 and 67.

### Indicator

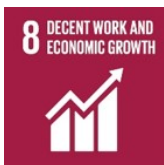
Train 100% of the private security contractor's staff.

## What we've achieved



We have trained 100% of the security contractor's staff on Voluntary Principles on Security and Human Rights.

## Contribution to the SDGs:





## People

### Action

Negotiate, reach consensus and execute the Annual Operational Plan and its programs in the areas of education, health, organizational support and others, with the Waorani Nationality.

### Description

We will agree with the Waorani Nationality of Ecuador, the Annual Operational Plan 2021 and its various programs. These shall be executed until the end of 2021 in coordination with the Organization. We will render quarterly accounts of the management; this action will make it possible to monitor and make a planned follow-up.

### Indicator

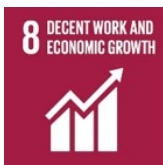
Execute 100% of the budget established for 2021 within the NAWA Annual Operating Plan.

## What we've achieved



We have executed the Annual Operating Plan 2021 and its various programs with the Waorani Nationality of Ecuador, with a compliance of 102% according to plan.

## Contribution to the SDGs:





## People

### Action

Establish the Voluntary Principles, Security and Human Rights Committee.

### Description

We will generate spaces for debate and socialization of Voluntary Principles, Security and Human Rights within the hydrocarbon sector with the objective of sharing best practices related to the indicated topics.

### Indicator

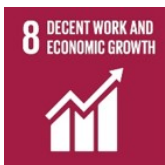
Four meetings will be held during the year to deal with the topics indicated.

## What we've achieved



We have held two virtual meetings with the committee and have created a virtual channel with the committee where the safety managers of several companies in the energy sector meet. No further meetings were required.

## 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

### Action

Monitor compliance with legal, tax and labor obligations of contractors for complementary services.

### Description

We will perform monthly monitoring of compliance with employer obligations of complementary services companies before the Ecuadorian Institute of Social Security.

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

### Indicator

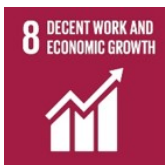
Comply with the monthly review of the 4 complementary service companies prior to the payment of invoices.

## What we've achieved



On a monthly basis, we have reviewed with the Ecuadorian Social Security Institute, the Internal Revenue Service and the Superintendency of Companies the compliance with legal, tax and labor obligations of the contractors of complementary services.

## Contribution to the SDGs:





## Ethics and transparency

### Action

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

### Description

We will manage purchases and contracting, giving preference to national suppliers in order to stimulate the local economy.

### Indicator

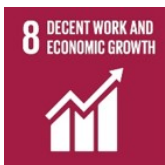
To ensure that at least 80% of purchases and contracts are made by local companies or companies domiciled in Ecuador.

## What we've achieved



Ninety-seven percent of purchases and contracts were made through local suppliers or suppliers domiciled in Ecuador, thus promoting local economic development.

## Contribution to the SDGs:





# 2 2021 Sustainability Plan



## Ethics and transparency

### Action

Execute the sustainability plan for the Ecuador Business Unit.

### Description

We will prepare the local sustainability report using the Global Reporting Initiative methodology, being accountable to Ecuadorian society.

### Indicator

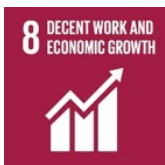
Publish sustainability report in June 2021 and report event in August 2021.

## What we've achieved



We have complied in time and form with the publication of the Sustainability Report to stakeholders in June 2021, as well as with the launch of the multimedia package in August 2021.

## Contribution to the SDGs:





## Ethics and transparency

### Action

Participate in the preparation of the report that includes the fiscal contribution in Ecuador, as a good transparency practice.

### Description

We will share relevant information on tax matters, in accordance with the criteria required as part of the EITI.

### Indicator

Prepare, together with the EITI Ecuador Multi-stakeholder Group, the matrix at the hydrocarbon industry level on tax revenues generated by the activities.

## What we've achieved



We have worked together with the government in the creation of the matrix on transparency issues in the extractive industry. We also launched the official website of the EITI (Extractive Industry Transparency Initiative).

## 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.



